



“All the people who were caught off guard are caught on their heels at the destruction of the Roe decision; Black women were not. And we’ve always been the canary in the coal mine, the voice crying out and trying to save America, save ourselves, save this idea of humanity, while others are not very supportive of those efforts. And so while there has been an awakening with many foundations and the lovely line of ‘Trust Black women’ or ‘Stand with Black women,’ unfortunately, many large-scale organizations are not putting their money, their time, or their resources where their rhetoric stays.”

– Black Reproductive Justice Leader

About Keecha Harris and Associates, Inc.

Keecha Harris and Associates, Inc (KHA) is a national consulting firm that is certified by the U.S. Small Business Administration as an 8(a) and woman-owned business. Based in Birmingham, Alabama, KHA leads organizational development, project management, research and evaluation projects, and racial equity training for nonprofits, corporations, and government across a broad range of topics. Centering racial equity at its core, KHA has managed projects that have included collecting data from community-based stakeholders and conducting a demographic survey for a multibillion-dollar foundation. KHA's staff members have content expertise across a wide range of disciplines and have led work in the field as community organizers and nonprofit staff members. KHA has engaged foundations representing more than \$316 billion of the total \$1.7 trillion in U.S.-based philanthropy assets. The firm has been a prime contractor for the United States Agency for International Development and the State Budget Office of Michigan and a subcontractor for the Centers for Disease Control and Prevention and the United States Department of Agriculture.

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FOREWORD

By Keecha Harris, DrPH, RD | President and CEO

Race, Healing, and Joy builds upon the incredible resilience and perseverance of Black reproductive justice activists and practitioners. This body of work explicitly names the racialized history of the movement and creates spaces for Black reproductive justice advocates and funders to dream in service of what is possible. We are so grateful to those who shared their time, insights, and experiences with us in the creation of this report, including those who participated in interviews as well as the members of the Folx and Funders Circles of Accountability – now joined together in the collective Community of Accountability.

While this report contains data about the lived experiences of Black leaders, funding practices, and anticipatory guidance for the future, this body of work is wrapped in the spirit of non-closure. Our aim is not to produce all the answers but instead to create a deeper connection to our wholeness, to our truths, and to each other. Our focus is not exclusively on the results produced but instead on rooting into our humanity, celebrating each other's contributions, and laying the relationship groundwork to identify the real issues within the reproductive ecosystem, together.

It's no mistake that some of the more intensive tensions within the philanthropy sector are in the reproductive ecosystem. When you layer in misogynoir, anti-Blackness, and the multigenerational impact of thinking that centers whiteness through habits like perfectionism, urgency, and power hoarding, there is no other option but to center ourselves and each other.

We deserve a vibrant reproductive ecosystem of contributors, including a funding community that puts its money where its mouth is. What we are *not* going to do is leave this work for someone else to figure out.

Because we are the ones we have been waiting for.



OVERVIEW AND PROJECT BACKGROUND

Black bodies have been exploited for experimentation for hundreds of years under the guise of advancing medicine and society at large. In a post-Dobbs era, centering reproductive justice (RJ) and acknowledging the historical events that shaped this framework are crucial for fostering accountability and responsiveness among funders and for building upon visionary leaders' contributions to the movement.¹

KHA acknowledges the foundational work of the 12 women who gathered in Chicago in 1994 to address the need for a movement that centered the experiences of women of color and other marginalized women and people. Their group became the *Women of African Descent for Reproductive Justice (WADRJ)*, and the reproductive justice (RJ) movement launched with a call to action around Black women's health and the need for health care reform.² Our work seeks to honor the intention and sentiment originally crafted for RJ by the women named in Table 1.



From the collection of Michigan Medicine, University of Michigan

Table 1. Foremothers of reproductive justice

- | | | |
|--|---|---|
| <input type="radio"/> Toni M. Bond Leonard | <input type="radio"/> Bisola Marignay | <input type="radio"/> Elizabeth Terry |
| <input type="radio"/> Reverend Alma Crawford | <input type="radio"/> Cassandra McConnell | <input type="radio"/> "Able" Mable Thomas |
| <input type="radio"/> Evelyn S. Field | <input type="radio"/> Cynthia Newbille | <input type="radio"/> Winnette P. Willis |
| <input type="radio"/> Terri James | <input type="radio"/> Lorretta Ross | <input type="radio"/> Kim Youngblood |

RJ was put forth as a critical framework for human rights and social justice that called for health care reform that included: "1) universal coverage and equal access to health services; 2) protection from discrimination; and 3) comprehensiveness" in benefits and freedom of choice. It is recognized that there is variance in the definition of RJ, and the work has shifted and evolved as part of its responsiveness and expansiveness as a movement centering humanity.

In 2017, In Our Own Voice, a Black RJ organization, published *Our Bodies, Our Lives, Our Voices: The State of Black Women & Reproductive Justice*. The report included an agenda for policy, leadership, and movement building articulated by Black leaders in the sector. The report laid out four goals focused on self-autonomy and empowerment, quoted below:

1. To establish a leadership voice for Black women on reproductive rights, health, and justice policy at the national level;

¹ Dobbs v. Jackson Women's Health Organization, 19-1392 S. Ct. (2022).

² National Underground Railroad Freedom Center, "Black Resistance: Reproductive Justice," April 14, 2023, <https://freedomcenter.org/voice/black-resistance-reproductive-justice/#:~:text=Toni%20M.,Youngblood%20were%20the%2012%20women.>

2. To build a coordinated grassroots movement of Black women in support of abortion rights and access, including ending onerous funding restrictions, contraceptive equity; and comprehensive sex education;
3. To lay the foundation for ongoing policy change at the national and state levels that impacts the lives and well-being of Black women and their families; and
4. To engage and motivate Black women as a traditionally underrepresented group to use their voting power in the American electorate.³

At the start of 2023, in response to continued judicial and government-invoked harm to Black women, girls, and gender-expansive people, In Our Own Voice updated the set of solutions and actions for policymakers and the sector to address the shifting needs of RJ in the political system. The new report, *Reimagining Policy: In Pursuit of Black Reproductive Justice*, states:

Now more than ever, we need to employ a collective framework grounded in human rights and Black Feminist theory. One that centers the intersectional impact of race and gender in the ability to live free from oppression, and appreciates the interconnectedness of identity and issues. An approach that makes clear that we can't leave any piece behind: not the right to health care, to dignified birth, or to access abortion; not equity in housing or education; not fair employment or school discipline practices; not clean water or lead-free schools; not any of the social, economic, political, or cultural supports needed for Black families to thrive.⁴

In early 2023, following the decision to overturn *Roe v. Wade*, SisterSong Women of Color Reproductive Justice Collective convened a group of RJ leaders and developed a declaration titled *Visioning of New Futures for Reproductive Justice*.⁵ The declaration put forth a vision that centered the demands of the foremothers of RJ, including (in SisterSong's words):

- The human right to own our bodies and control our future
- The human right to have children
- The human right to not have children, and
- The human right to parent the children we have in safe and sustainable communities.

Nearly 30 years after the coining of the term “reproductive justice,” Black-led organizations and individual leaders continue to move forward the mission of RJ by undertaking notable efforts aimed at developing sustainable change for Black communities.

This work on *Race, Healing, and Joy: Centering Black Reproductive Justice Leadership* (RHJ) honors the Black activists and practitioners whose efforts to resist reproductive oppression led to the birth of RJ and those who continue to push forward the movement for Black liberation. We believe that uplifting the experiences of Black RJ leaders, activists, and movement organizers is the only pathway to reauthenticating Black sovereignty and transforming the RJ ecosystem into one that allows for sustainable healing and joy. This work recognizes the strengths and expansiveness of the RJ framework and uplifts the voices and experiences of those closest to the work. This project seeks to build on the changing needs of the ecosystem.

3 In Our Own Voice, *Our Bodies, Our Lives, Our Voices: The State of Black Women & Reproductive Justice*, 2017, http://blackrj.org/wp-content/uploads/2017/06/FINAL-InOurVoices_Report_final.pdf.

4 In Our Own Voice, *Reimagining Policy: In Pursuit of Black Reproductive Justice*, 2023, <https://blackrj.org/wp-content/uploads/2023/06/RJPolicyAgenda2023.pdf>.

5 SisterSong, “Visioning New Futures for Reproductive Justice Declaration,” 2023, <https://www.sistersong.net/visioningnewfuturesforrj>.

Engagement with Those Working in the Reproductive Justice Ecosystem

In the spring of 2022, Keecha Harris and Associates, Inc (KHA), conducted listening sessions with a diverse set of BIPOC leaders, practitioners, and advocates from the reproductive health ecosystem.⁶ Listening sessions were held with participants working across the reproductive health care sector whose work intersects directly with RJ. These conversations highlighted the challenging realities facing the sector broadly and the need for action to improve workplace culture, professional development needs, and current conditions impacting the sector politically. Through these exploratory conversations, KHA engaged with those working in RJ directly and with those at the periphery of the movement. Recommendations resulted in the development of a toolkit to promote responsiveness and equity in the reproductive health ecosystem for advocates, organizations, and funders, all with a focus on professional development.⁷

Race, Healing, and Joy: Centering Black Reproductive Justice Leadership

In an effort to honor the legacy of reproductive justice, a research approach that centered the voices of Black RJ leaders was refined at the beginning of 2023. This work, spanning January through September 2023, seeks to create space for healing and joy across a landscape that centers reproductive justice in service of a future that includes more deeply aligned organizing, communications, service provision, advocacy, and leadership. While working to highlight the current experiences of Black RJ leaders, KHA is also working to identify strategies and tools needed to improve RJ funding and support for RJ leaders.

We acknowledge the racialized history of the movement and the significant harm that these leaders have experienced. We offer this body of work to daylight the current realities and challenges faced by those laboring in the RJ ecosystem, and we seek to create pathways of healing for those who are closest to the work. We call upon funders to contribute to a more sustained effort. In partnership with Black RJ leaders and funders, we will set the stage for continued movement in the sector and co-create a call to action for the future. Figure 1 includes a multiphasic model to illustrate the major activities of KHA's work in reproductive justice during the last two years.

METHODOLOGY

In early 2023, KHA conducted a literature review encompassing academic and popular publications to deepen comprehension of the current landscape of Black RJ leadership in post-Dobbs America and to contextualize the historical foundation of the movement's framework. KHA utilized a mixed-methods research approach inclusive of both qualitative and quantitative data collection and analysis to evaluate the ecosystem more comprehensively. There were three main sources of data collection for this study:⁸

- **Direct inquiry interviews.** Interviews were held with Black leaders, activists, practitioners, and advocates working in RJ to various degrees. These interviews focused on the current state of affairs, successes, challenges, and needs. We will refer to associated responses as "Interviewee" data throughout this report.
- **Two "Circles of Accountability" (CoAs).** One CoA was held with Black RJ practitioners, including movement organizers, leaders, and academics. Data associated with this cohort will be referred to as "Folx" feedback in this report. The second CoA was held with grantmakers with RJ portfolios. We will refer to associated feedback as

6 BIPOC (Black, Indigenous, and people of color) is not a term that resonates with everyone – this is an evolving lexicon. KHA started its work using the term "people of color." Some Indigenous people felt that this term did not reflect their experience. In this dynamic environment, KHA wants to convey that its work speaks to all people who are marginalized due to their degrees of non-proximity to whiteness. KHA's intention is that the term "BIPOC" includes Asian and Latino/Latina/Latinx people as well as other racially and ethnically under- and misrepresented groups.

7 Keecha Harris and Associates, Inc, *Reproductive Justice Leader Development Toolkit*, July 2022, <https://khandassociates.com/wp-content/uploads/2022/12/Reproductive-Justice-Leader-Development-Toolkit.pdf>.

8 When we are referring to a specific Interviewee (in the case of a quote), then the term "Interviewee" is capitalized. Similarly, references to Folx in this report include specific references to the Folx Circle of Accountability (CoA) that we engaged for the project. Likewise, Funders is capitalized when referring to participants in the Funders Circle of Accountability. In all other cases (i.e., when we are making a general reference to these groups beyond this project), we do not capitalize the terms (i.e., interviewees, folx, and funders).

“Funders” data. Conversations with both groups were aimed at understanding strategies for future support. In June 2023, the two CoAs were brought together for an in-person convening in Montgomery, Alabama, to create a combined “Community of Accountability” for this body of work.

- **Quantitative analysis of Candid data.**⁹ KHA reviewed funding data retrieved from Candid, with the intention of assessing funding trends and RJ leadership demographics. We will refer to this as “Candid” data in this report.

Learning Questions

Based on what was learned in the discovery period of this work and the literature scan, a set of “learning questions” was refined. These questions led to the inquiry and design of *Race, Healing, and Joy: Centering Black Reproductive Justice Leadership*.

Two types of learning questions (LQs) guided this work: landscaping questions and questions regarding expanding supports.

LANDSCAPING QUESTIONS

LQ 1: How is reproductive justice defined by Black activists working in this sector?

LQ 2: What motivates Black reproductive leaders to work on justice issues?

LQ 3: What workplace conditions are Black reproductive justice leaders facing?

LQ 4: Who is leading reproductive justice efforts?

QUESTIONS REGARDING EXPANDING SUPPORTS

LQ 5: What contributes to the support of Black reproductive justice leaders? What diminishes their ability to thrive?

LQ 6: What do Black reproductive leaders need in the post-Dobbs world to thrive?

LQ 7: How is this movement funded?

LQ 8: What role does healing play in the reproductive justice ecosystem? What about joy?

The eight overarching learning questions were tailored for participant groups. Each question was followed by a set of prompts that resulted in deeper discussion of needs, motivations, realities, challenges, and opportunities. All learning questions were addressed in interviews.

As shown in Table 2, learning questions 1, 2, 6, and 8 were included in the Folx CoA protocol, and learning questions 6, 7, and 8 were included in the Funders CoA protocol. Candid data were used to address learning question 7. A crosswalk of learning questions by data source (interviews, CoAs, and Candid) is included in Appendix A.

Table 2. Qualitative data collection tools used across participating cohorts

	Pre-Session Survey	Learning Questions Prioritized	Post-Session Evaluation
Interviews	✓	All LQs	
Folx CoA	✓	LQs 1, 2, 6, 8	✓
Funders CoA	✓	LQs 6, 7, 8	✓

⁹ Candid is a 501(c)(3) nonprofit organization that reflects the merger of the Foundation Center and GuideStar. Through research, collaboration, and training, Candid offers data tools on nonprofits, foundations, and grants to discern where money comes from, where it goes, and why it matters.

Data Collection

The three data collection tools were: 1) direct inquiry interviews; 2) Folx and Funders Circles of Accountability; and 3) Candid data set.

DIRECT INQUIRY INTERVIEWS

The research team curated a list of 117 Black leaders, activists, practitioners, and advocates working on RJ issues from various institutions, including nonprofits, foundations, academia, advocacy groups, and legal groups representing a range of experiences. The team sent interview invitations via email; invitations detailed the request and study parameters. Individuals working within the RJ ecosystem were invited to complete a pre-session survey to assess demographics, organization type, area of expertise in RJ, and an initial understanding of experiences (Appendix B). Two interviewees also participated in the Funders CoA, but their responses were counted only once in emerging themes. To remain culturally responsive, KHA engaged two Black interviewers who were trained to use the interview protocol (Appendix C). This protocol was tailored to include Interviewee biographies and contributions to the sector. All participating respondents received a \$100 honorarium for their time.

FOLX AND FUNDERS CIRCLES OF ACCOUNTABILITY

KHA convened two Circles of Accountability composed of Folx (leaders in RJ) and Funders respectively. These groups took part in discussions similar in style to focus groups. CoA protocols were tailored for each group (Appendices D and E). Conversations were semi-structured, and group dialogue between participants was encouraged in order to deepen relationships and to further understand the dynamics within the ecosystem. Consequently, each discussion focused on some questions more than others, based on the dynamics and flow of the group. Ten program officers at foundations managing RJ portfolios with current and sustained RJ interest were included in a “Funders Circle” for the first session. KHA also engaged five Black RJ leaders within a “Folx Circle,” which included activists who have made significant contributions to the RJ movement.

Following the sessions, participants were sent a post-session evaluation to garner feedback and additional information (Appendix F). Engaging with these groups offered an opportunity to gain the support of those who are both leading and innovating within the ecosystem. These key contributors were asked to provide feedback on the structuring of deliverables and to engage in the next steps of project planning during a 1.5-day, in-person convening in Montgomery, Alabama, which was intentionally initiated on Juneteenth 2023.¹⁰ At the June meeting, the two Circles of Accountability came together to form a joint “Community of Accountability.”

CANDID DATA SET

To conduct quantitative analysis of racialized funding patterns across the reproductive ecosystem, KHA obtained a custom data set from Candid of all reproductive-health-related grants. The most recent grant data available from Candid were from 2017 to 2019. Candid does not currently have a Philanthropy Classification System (PCS) code for reproductive justice. Our team used proxy measures and assessed PCS code for reproductive health care grants (SE070000) and reproductive rights grants (SR010900). *We do, however, recognize and acknowledge the differences between reproductive health, reproductive rights, and RJ.*

To identify reproductive justice grants, KHA evaluators reviewed grant descriptions and identified a set of grants whose description included “reproductive justice” specifically. For our purposes, all available funding data were included in this

¹⁰ Congressional Research Service, “Juneteenth: Fact Sheet,” May 30, 2023, <https://sgp.fas.org/crs/misc/R44865.pdf>. Juneteenth celebrates the date on which enslaved people in Texas learned that slavery had been outlawed in the United States. It became a federally recognized holiday on June 17, 2021.

analysis to illuminate gaps and disparities in tracking and funding across the ecosystem. KHA considers the lack of accuracy in philanthropy’s measurement of RJ funding and demographics to be an important data point and indicator of the need for further investigation by foundations and accountability across the broader sector.

Data collection tools used in this study are described in Table 3.

Table 3. Data collection tools

Data Collection Tools	Total # of Participants	Description
Pre-session survey	42	A pre-session survey was used to gather data on the following variables prior to respondents’ participation in interviews and Folx and Funders Circles of Accountability: postal code, age, gender, and race/ethnicity; area(s) of expertise; type of institutional employment; years of experience; perception of workplace relationships and climate; frequency of participation in professional development; initial perceptions of workplace climate and professional development; and opportunities for reflection, connection, and celebrating successes.
RJ interview protocol	38	A standardized interview protocol was developed to facilitate conversations with Black RJ leaders, advocates, and practitioners in the ecosystem. Prompting interview questions were designed to address overarching project learning questions. Each interview protocol included background information for interviewees to assist the interviewer with understanding their contributions to the ecosystem and current role.
Circles of Accountability: Folx CoA protocol	5	A standardized facilitator session script was developed based on the set of eight learning questions. Group relevance was accounted for by tailoring the protocol and questions for the CoA (i.e., focus group).
Circles of Accountability: Funders CoA protocol	10	A standardized facilitator session script was developed based on the set of eight learning questions. Group relevance was accounted for by tailoring the protocol and questions for the CoA (i.e., focus group).
Folx and Funders Circles of Accountability post-session evaluation survey	5	A post-session evaluation survey was sent to both groups with the purposes of evaluating the sessions and providing participants the opportunity to include additional information that was not shared during the Circles of Accountability.
Candid reproductive-health-related funding and demographic data	10,886	A custom data set inclusive of all reproductive-health-related grants and available demographic data from Candid was used to examine funding trends between 2017 and 2019.
Facilitated thought partnership during June convening	8	Black RJ leaders and racially diverse RJ funders were brought together to build a collective Community of Accountability and center thinking about data and next steps. This sense-making session informed the design of deliverables and project planning. Note that data from this session are not included in the findings of this document.

Data Analysis

An emergent thematic analysis was conducted using QSR International's NVivo software to determine recurring themes in participant insights from interviews, CoAs, the pre-session survey, and the post-session evaluation survey. Qualitative data were collected through open-ended questions in the research tools, transcripts, Zoom chats, and Jamboard responses. Jamboards were made available during the Folx and Funders CoAs to allow written responses in addition to verbal sharing. Qualtrics software was used to collect survey data from the interviewees and CoA attendees prior to participation through a pre-session survey. Post-session evaluation surveys were also sent to the attendees of the CoAs with Qualtrics survey links following participation. Quantitative analysis of survey responses and Candid data was conducted using Microsoft Office Excel.

SAMPLE CHARACTERISTICS

The pre-session survey was used to collect demographic information for gender, age, and race. Participants were also asked to include information about their sectoral experiences and working conditions. Interview protocols were tailored to include participant background and contributions to the sector. Participants were recruited nationally and located across the country, allowing for greater representation. Data are included below for the 79% of participants who responded to the registration form (n=42).¹¹

Race/ethnicity: Of the Black RJ leaders and advocates who participated in interviews and the Folx CoA, 11% also reported multiple races and ethnicities. Races/ethnicities represented in the Funders CoA included Black, Asian, Hispanic, and white. Gender: The majority of participants identified as female/women (83%), while 14% identified as gender nonbinary or gender nonconforming and 3% self-identified as nonbinary femme.

Age: Participants were primarily between the ages of 35 and 44 (38%); 24% of participants were between the ages of 25 and 34; 29% of participants were between the ages of 45 and 54; and 10% were between the ages of 55 and 64.

Years of experience: A range of experience was represented; some participants were new to the work with less than four years (12%), while the majority had either 5 to 9 years (30%) or 10 to 14 years (33%) experience. Additionally, 9% were in the sector for 15 to 19 years, and 15% for 20 years or more.

Areas of work and expertise: The majority of participants represented nonprofit organizations (49%) and philanthropic institutions (29%), while others offered an academic (12%), advocacy-based (5%), or consulting (5%) lens to their work in RJ. When asked to include the areas of their occupational experience in the RJ ecosystem, the following areas were mentioned:

- Abortion
- Advocacy
- Adolescents
- Contraception
- Executive coaching
- Experimental/research
- Family benefits
- Family policing system
- Incarcerated pregnancy
- Legal
- Maternal and perinatal health
- Mutual aid
- Organizational development
- Racial equity within reproductive science
- Sexual health
- STIs
- Violence against women

¹¹ Counts (ns) refer to the number of unique responses or observations in collected data.

Strengths and Limitations of Research

STRENGTHS

This study benefited from the inclusion of both qualitative and quantitative data collection; these data were triangulated to illuminate the opportunities and strengths in the sector. Researchers received a high level of interest in participation and were able to include a substantial sample size of 51 participants across interviews and both CoAs. The project team was composed of diverse team members, including those with prior RJ work experiences. KHA also contracted with and trained two Black interviewers on the interview protocol for this project and contracted multiple racially diverse editors and evaluators who have experience in and an understanding of RJ for final deliverable review. The project team met biweekly to discuss interview findings and needs for project design shifts.

The design of the study remained responsive to shifting needs and opportunities in the RJ ecosystem. The study design and tools used in the project were created in response to what researchers learned through direct research and an extensive literature scan, namely that participants experienced ongoing requests for their engagement in research and data collection efforts with no resulting action as “extractive.” This study benefited from outreach efforts that cast a wide net to potential participants engaged in RJ and yielded a high response rate.

This work uplifted Black voices and prioritized Black leadership in RJ. A cohort of Black RJ leaders and racially diverse RJ funders were included as a group of key contributors. Our team heard that another toolkit was not the answer. As a result, KHA’s efforts to uplift the voices of those closest to the work allowed for the centering of their experiences and insights in the development of project deliverables, including a call to action for the future of RJ.

LIMITATIONS

Our team experienced limitations with the quantitative data set obtained from Candid. Our ability to examine racialized funding patterns using this data set was limited by several factors. First, demographic data were not provided by the majority of reproductive-health-care-related grantee organizations in Candid’s data set. Additionally, there is currently no PCS code specifically for RJ. This led to an inability to truly assess RJ funding disparities. Note that these challenges are addressed in the call to action for philanthropy.

The interview protocol included multiple prompts within each learning question and these were often discussed at length. In some instances, conversations went over the allotted time frame. The research team’s responsive approach included adjusting the protocol as needed to address as many of the eight learning questions as possible during each interview. As a result of the lengthiness, not all of the interviewees were asked all the questions.

FINDINGS BY LEARNING QUESTION

Key findings from data inputs (i.e., pre-session survey, interviews, CoAs, and Candid data set) are included by the eight learning questions. KHA researchers indicate areas where there is agreement in Interviewee, Folx, and Funder observations and experiences in the subsequent sections. Common themes are listed along with the percentages and unique counts of interviewees reporting each theme. Findings are stated below each learning question in order from most to least frequently mentioned. Key takeaways are included after each learning question to summarize the set of findings and provide a recap of what participants shared.

Learning Question 1: Reproductive Justice as Defined by Black Leaders

“I believe that reproductive justice is the framework that allows us to talk about all of these things at the same damn time. I don’t know of another framework that allows me to think about how stopping Cop City, for example, in Atlanta is something that impacts Black people, families, individuals at the level of their bodies, their health, their reproductive health. I don’t know of another framework that can help me do that theoretically so expeditiously. And so I believe that the reproductive justice framework is so strong because of that, because it does allow for the reality of the fact that people do not live single-issue lives and we deserve a movement, we deserve a framework that can address the multiplicity of our lives.”

– Interviewee

During interviews and the Folx CoA, KHA asked interviewees and Folx circle participants to discuss current framing for reproductive justice. Responses illustrate the broad scope of the movement. Listed below are the facets of RJ most frequently mentioned during interviews, along with the percentage (%) of interviewees who mentioned each:

- Bodily autonomy and sovereignty (53%)
- Freedom (50%)
- While some mentioned freedom more generally, others specified that RJ means freedom of choice, freedom from coercion and sanctioned violence, freedom from unjust laws, and freedom from oppression.
- Birthing and bringing a child into the world or not (39%)
- Access to health care, educational opportunities, and other institutions (18%)
- Intersectional and expansive movement (16%)
- Framework and strategy based in Black feminist theory (16%)
- Healthy and sustainable environments (13%)
- Sexual justice and the right to sex and pleasure (12%)
- Black liberation (11%)

Some interviewees mentioned SisterSong’s definition of RJ specifically (12%). Other tenets of the group’s definition were also captured in the themes mentioned above. The historical significance of the movement was mentioned by 12% of interviewees. The Folx CoA also highlighted the historical origination of the movement by Women of African Descent for Reproductive Justice (WADRJ), which is included in the “Overview and Project Background” above. Folx also uplifted the role of freedom, intersectionality, sexual justice, access, and Black liberation in their discussion of the RJ framework.

Interviewees and Folx described how RJ goes beyond reproductive health. Responses are included below along with the percentage of interviewees who mentioned each. RJ meets the following criteria:

- is holistic and realistic (32%)
- is a way to gain access to health care, autonomy, and meeting one’s needs (32%)
- focuses on social determinants of health, including food security, housing, and education (26%)
- addresses structural and systemic racism as barriers to human rights (24%)
- is an intersectional justice framework (16%)
- goes beyond controlling pregnancy (13%)
- includes communities and environments (11%)

During the Folx CoA, participants shared that RJ goes beyond CIS-white feminist perspectives. Folx described RJ as an organizing tool that is used to center human rights while bringing systemic and structural racism into perspective. They agreed that RJ is an intersectional justice framework.

Interviewees were asked to talk more about the role of restorative justice, the “white gaze,” asset-driven power-building, and gender expansiveness in RJ. Table 4 includes themes, percentages, and quotes across these four areas from what was shared.

Table 4. Black leaders’ current framing for reproductive justice

Prompt area	Theme	Percentage of interviewees Reporting Theme	Quote
Gender expansiveness	Gender expansiveness is improving in RJ	50%	“I think that RJ is inherently queer. I think that the visibility of that looked a lot differently in 1994 than it does in 2023. Because of that, I think now folx are intentionally making space for more than just the ‘women’ language and making space not only in language inclusivity but in real ways for our gender-nonconforming, nonbinary, trans ‘beloveds’ to be seen in RJ.” – Interviewee
	Gender expansiveness is not great in RJ	42%	“There’s also this weird culture around Black womanhood that is hard to hold in addition to the gender-expansive pieces. At least that’s something that I’ve struggled with.... I always feel collapsed.... It’s hard to, you get invisible....” – Interviewee
Asset-driven power-building	The power of individual gifts and lived experience of the workforce is an asset	42%	“...Using RJ as an organizing tool means seeing the individual gifts that folx have to offer to the movement and how they can come together to accomplish a common goal. An asset- or strength-building approach would be to recognize and support individual gifts to reach that common goal and then equipping and supporting the workforce so that the workforce in and of itself is the asset.” – Interviewee
	Power is built through centering collaboration and organizing	42%	“Some organizations are trying to be more power-building-focused, like using our collective power across these different organizations to make [an] impact. I do think I see it.” – Interviewee

Prompt area	Theme	Percentage of interviewees Reporting Theme	Quote
Restorative justice in RJ	Restorative justice can combat harm and trauma	42%	"I think that restorative justice has to play a role in RJ because RJ inherently goes against harm, and because of that, a framework like restorative justice has to be in place so that counters to harm can be situated somewhere." – Interviewee
White gaze	The white gaze creates fracturing in RJ and impacts strategies employed	32%	"I think [RJ] gets watered down because the white gaze doesn't understand it and wants it to be in digestible pieces or actually because they choose not to understand it. I think it creates a competition or infighting among the groups because one organization, their approach to RJ may feel better for the white gaze than another approach or organization leading around RJ. And so it actually creates...it just fractures what the message actually is and the work that people are trying to do because depending on where the white gaze decides to focus, then everyone else either has to fall in line with that same thing or fight against it." – Interviewee

There is some disagreement in current framing and strategy in the sector. Researchers noted that across interviews and CoAs, participants mentioned misunderstandings of RJ by leaders, both within organizations and by funders. The statements in Table 5 illustrate a lack of cohesion and consistency in the ways in which RJ is defined and operationalized.

Table 5. Variance in interpretation and misconception of reproductive justice

Area of Variance	Ecosystem Role	Quote
RJ often siloed in the way the work is framed and executed	Personal	"We silo everything in the United States, like reproductive justice being siloed from the other justice. It's difficult for me anyway to be able to separate them out. All of the justices in terms of health...because I'm in maternal or midwifery health and child-bearing health. I think I'm trying to say that the reproductive justice piece specifically to me is incorporated in all of the other justice aspects. And at the same time, I found it difficult to answer questions because I don't have that distinction in the way I'm working and the way I'm thinking...which is weird, right? Because I consider that I'm in the reproductive justice ecosystem." – Interviewee
White supremacy culture entrenched in organizations leads to whitewashing	Organizational	"But the women I worked with or currently work with have literally no part or concept of what reproductive justice means and what it means for women, BIPOC women, or any women of color but especially Black women. So every day, I am either defending, ignoring, or all out pushing back on just white supremacy culture that is veiled in the idea of allyship." – Interviewee

Area of Variance	Ecosystem Role	Quote
Lack of tracking of resources for Black-led RJ	Philanthropic and sectoral	“I think at the end of the day...they're funding groups that might have maybe one leader that's BIPOC.... Again...we're not sure what RJ is; we haven't teased out what BIPOC-led means, and we are so easy...we just want to check the box. And I'm not saying we as [the funders that are showing up for this conversation], I'm saying we as our sector want to check the box and be right, but we're not really trying to actually be trust-based, really understand what it is like to move with the movement and specifically Black-led RJ work.” – Funder CoA Participant

Although participants offered their own understanding of RJ and themes addressed by the framework, concerns were expressed about the inconsistent and uneven use of RJ terminology in the sector. Interviewees and CoA participants stated that this could cause more “siloining” as opposed to cohesion in the space as well as misappropriation of resources.

LQ1 KEY TAKEAWAYS:

HOW IS REPRODUCTIVE JUSTICE DEFINED BY BLACK ACTIVISTS WORKING IN THIS SECTOR?

- RJ is expansive in how it is described and the type of work supportive of its mission. The breadth of work being done by the innovative and broad workforce is described as a strength and an asset. It was stated that RJ would be more unified if there were agreement on definition and work instead of the siloining that is occurring.
- RJ is described as a holistic and realistic organizing tool and framework used in a movement that fights for bodily autonomy and sovereignty, freedom, and access.
- There is concern that RJ is being co-opted and that the work is shifting to appeal to mainstream reproductive health care. RJ is impacted by the white gaze. There is a pressure to conform to what “whiteness” wants RJ to be. The white gaze was discussed in the context of white supremacy culture. Interviewees mentioned that because RJ is often funded by white-led foundations, “the philanthropic strategy is all pretty much white,” and that this leadership can often determine what RJ organizations are proposing for funding.
- Including a restorative lens in the RJ framework rectifies harms caused by injustices. Interviewees stated that restoration is imperative to address the harm and trauma out of which the framework was born.
- The RJ framework is, by nature, inclusive of all genders, but the perception is that the sector is not very expansive. Although it is becoming more expansive and there is observable progress being made through an increase in inclusive language usage, more work needs to be done.
- Power-building occurs through the collaboration of individuals, organizations, and cross-movement groups. Honoring the experience and strength that resides within those not only showing up for the work currently but also sharing the legacy of RJ and what has been gifted, such as Indigenous practices, are foundational in progression of the movement.

“I think it's harder to co-opt something like Black feminism because you have 'Black' in the name, right? Reproductive justice was co-opted by some reproductive rights and pro-choice organizations.”

– Interviewee

Learning Question 2: Motivation to Work on Reproductive Justice Issues

Interviewees and Folx were asked to discuss their motivations for working in RJ. Motivations were conceptualized as a person’s reasons for showing up each day for their job. Participants were able to report several motivations. Interviewees and Folx noted a call to serve based on their lived experiences (including their own birthing experiences), the fight against reproductive oppression, and their deeply held beliefs about the possibilities for the future and Black liberation. There was a deep alignment in participants’ reasoning for working in RJ.

Table 6 highlights the top motivations noted by interviewees, in their own words. Themes, percentages, and quotes across each category are ordered from most to least frequently mentioned.

Table 6. Most frequently mentioned motivations for working in reproductive justice

Themes, percentages, quotes: Motivations for working in reproductive justice	
Personal reasons and experiences	
Creating future vision for family and children (32%)	“[I work in RJ] because it’s my life, the life of the kids that I’m about to have, and/or will be the life of the kids I’m about to have. My community and my family connect me to this goal of collective liberation. And yeah, it’s my life, and there’s this vision that I want for my kids, for my girls, and that is RJ. That’s the vision that I have for my future.” – Interviewee
Additional themes and mentions	Racial and gender identity; lived experiences with reproductive services and care; audacious belief and birthright; a sense of community and care; act of centering the self; joy in providing dignified experiences through liberation; collective orientation in own upbringing; desire and hope for mitigating others’ pain and trauma
Systemic factors	
Expanding Black liberation (21%)	“I’m deeply committed to the liberation of Black women, girls, and gender-expansive people. And I do see and understand the body as a site of, again, violence, oppression, and incredible possibility and freedom. I think from a systemic area around that as the underlying, deeper-rooted [opportunity] and what’s at play, that’s a motivator, a motivating reason.” – Interviewee
Additional themes and mentions	Barriers and social injustices; need to afford others privileges and freedom of choice in care; joy in doing work at the intersection of other movements to build a better world for generations to come; need for upcoming leaders, practitioners, and advocates; ills of the world and their impact on Black lives
Institutional reasons	
Using RJ framework as a strategy for organizing in the movement (11%)	“My motivation is I believe in the framework deeply. I create my [assessment and strategic planning] tools based on the framework for my practice, [which] helps it to be more articulated and clear for folk beyond the framework, beyond the vision statements. [It helps answer the question] how do we move, how do we put the vision into action?” – Interviewee
Additional themes and mentions	Power of RJ framework as an organizing tool to build out the movement; interest in building sustainable RJ institutions; desire to develop models that allow Black people to live and thrive; negative impacts of the medical-industrial complex

Themes, percentages, quotes: Motivations for working in reproductive justice

Historical reasons	
Centering Black feminism and continuing legacy work (8%)	"And I would say [my motivation has been] historical context, that I have always been committed to doing work that was intersectional and Black feminist and continuing that legacy. And there's such an incredible legacy, especially from Black RJ." – Interviewee
Long-standing reproductive oppression (8%)	"...For sure the Black women in my life...I know some of them who have died because of reproductive oppression. It's a longer history that still is so present today." – Interviewee
Additional themes and mentions	Anger about human rights violations across history; historical need for protection of rights (Roe v. Wade); long-standing evidence of the power to build from RJ movement

Participants' quotes offer depth to and animate the range of reasons for working in RJ that researchers heard. Overall, those working in the sector are intrinsically motivated to prioritize their work. Interviewee motivations were categorized into four areas (personal reasons and experiences, systemic factors, institutional reasons, and historical reasons). Personal reasons and experiences were mentioned most frequently (50%) followed by systemic factors (25%), institutional reasons (11%), and historical reasons (9%).

LQ2 KEY TAKEAWAYS:

WHAT MOTIVATES BLACK REPRODUCTIVE LEADERS TO WORK ON JUSTICE ISSUES?

- Interviewees and Folx shared a plethora of reasons for working in RJ; these reasons ranged from wanting to rectify systemic wrongs to experiencing a deep need to continue the historical legacy of Black RJ through developing infrastructure that supports a future that guarantees freedom for Black bodies
- This work is personal: some people are brought to RJ through generational sharing of the framework and practices, while others own that their experiences with the health care system have led to a personal drive for institutional change.
- RJ is a place where Black individuals can work toward liberation of Black bodies together in numbers and force. Movement work often provides people with a sense of purpose and pride. There is a sense of community in RJ that sustains the workforce's commitment.
- Each person's pathway to the RJ ecosystem is unique. Initial engagement with RJ sometimes occurs through academic coursework or networking offered through the sector. There is a deep connection in what brings the RJ workforce together in their "why" for doing this work.

"I'm going to say [the reason why I do this work is because] I'm Black and I want to be free. I want my people to be free. I want us to have good things. I want us to be able to live without having to worry. That's it: without having to worry."

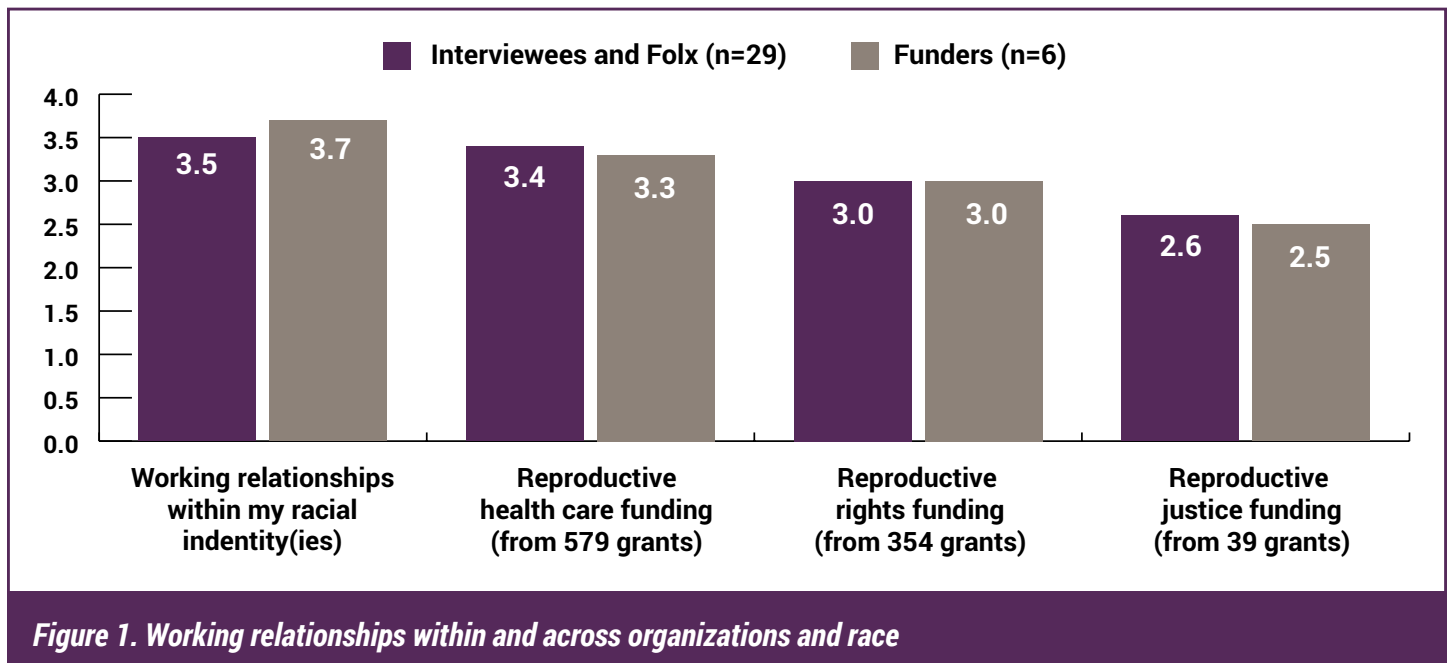
– Interviewee

Learning Question 3: Workplace Conditions in the Reproductive Justice Space

Researchers used multiple methods of data collection to assess workplace practices that are contributing to challenging and supportive conditions in the sector. In the pre-session survey, respondents were asked to rate a set of statements about current working relationships in organizations and across race on a scale of one to five with one being “things are not too great” and five being “everything is wonderful.” The following statements were posed regarding experience and observation of the health of reproductive organizations:

- Working relationships within organizations
- Working relationships across organizations
- Working relationships within personal racial identity(ies)
- Working relationships across racial identity(ies)

Responses are included for the 35 survey respondents in Figure 1.¹²



Interviewees, Folx, and Funders reported similar ratings across statements. Working relationships across racial identities were rated the lowest across all respondents (2.6 by interviewees and Folx and 2.5 by Funders), while working relationships within racial identities were rated the highest (3.5 by interviewees and Folx and 3.7 by Funders).

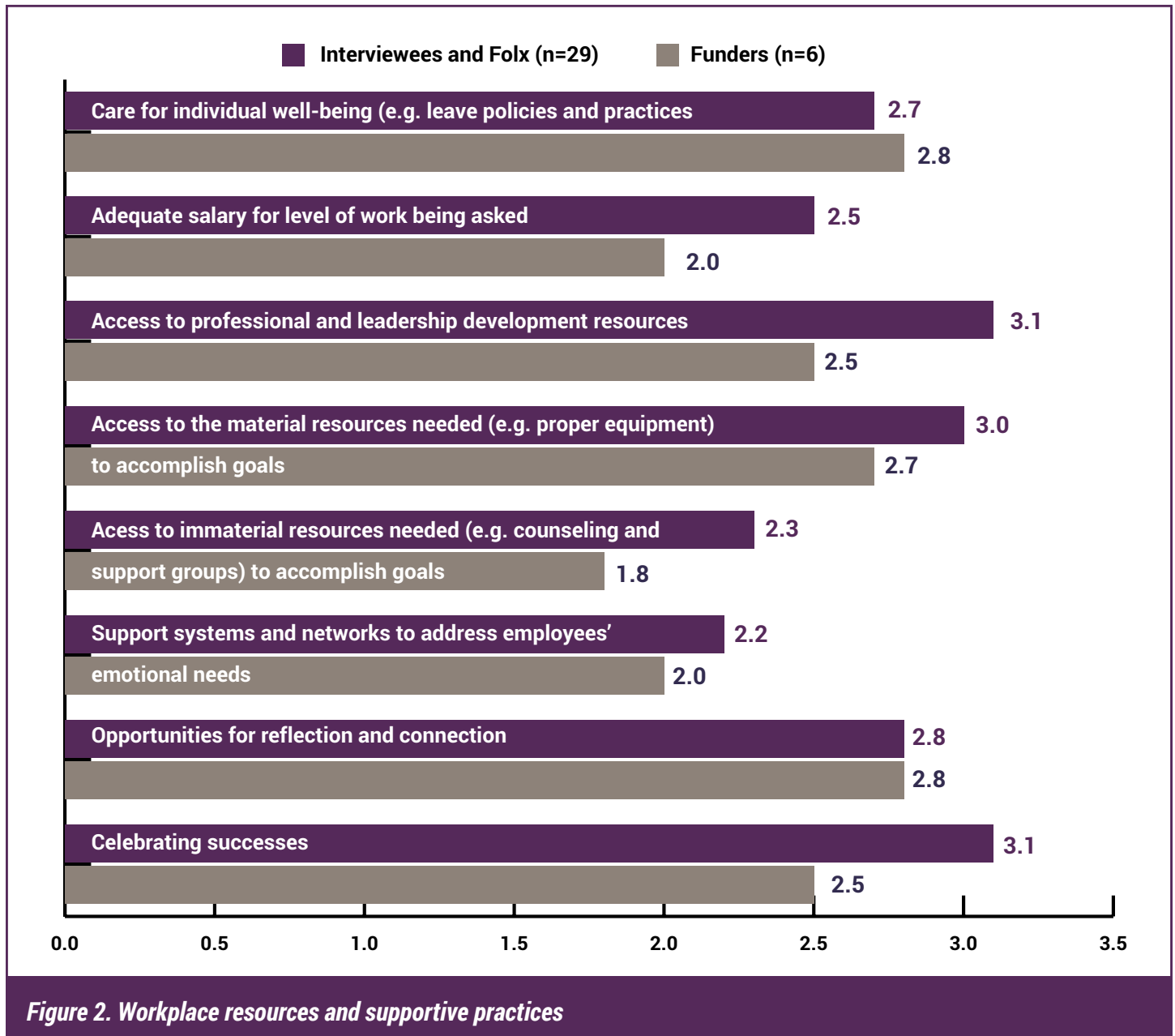
The health of reproductive justice organizations was also assessed across a set of statements related to resources and support available. The following statements were posed regarding experience and observation of the health of reproductive organizations:

- Care for individual well-being (e.g., leave policies and practices)
- Adequate salary for level of work being asked
- Access to professional and leadership development resources
- Access to the material resources needed (e.g., proper equipment) to accomplish goals
- Access to immaterial resources needed (e.g., counseling and support groups) to accomplish goals

¹² Interviewees and Folx responses are included together to understand working conditions holistically in the sector according to those with similar experiences.

- Support systems and networks to address employees' emotional needs
- Opportunities for reflection and connection
- Celebrating successes

Figure 2 includes participant ratings for all statements.



Funders rated all statements lower than interviewees and Folx did, with the exception of the statements “opportunities for reflection and connection” and “care for individual well-being (e.g., leave policies and practices),” both of which were given higher ratings.

Reflections on workplace conditions were expanded on during interviews. Interviewees were asked to discuss the practices and conditions that impact workplace climate. The most frequently mentioned supportive practices and challenging workplace experiences are included in Table 7 along with illustrative quotes and percentages.

Table 7. Spectrum of workplace conditions in reproductive justice

Themes, percentages, and quotes: Workplace practices	
Supportive workplace practices	
Professional development opportunities (29%)	“The leadership of the organization adjusted our pay to meet those needs. All of those things particularly around pay have been named by staff, but the initiative has been taken on by leadership. It hasn't been like a negotiation type of ordeal that can be uncomfortable. That has obviously felt really nice. Professional development opportunities are there...I mean, life-changing. Other opportunities have been training, both just virtual-workshop-style training and more in-depth ones around organizing, working in nonprofits, grants, things like that.” - Interviewee
Additional themes and mentions	Good paid time off (PTO) policy; comprehensive benefits; flexibility with staff; wellness/rest days; fair compensation; affinity groups; honest dialogue; accessibility; naps allowed; autonomy; trust
Workplace challenges	
Racialized impacts through white supremacy culture (WSC) (24%)	“And then right now in this current role, even though 80% of the staff is women of color, our board leadership is still really white. And even within leadership, having a robust Black team, white supremacy still shows up in a lot of really ugly ways. And so I find myself doing the work but then also having to organize internally to fight for RJ values within the workplace that I am hired to be centering reproductive justice. So it's never-ending.” – Interviewee
Additional themes and mentions	Racialized impacts; white supremacy culture (WSC): false sense of urgency; racism; macroaggressions; microaggressions; internalized racial oppression; anti-Blackness; only person of color; stretched past capacity; cliques in RJ and difference in definition and priority; emotional labor component; lack of equitable pay; lack of funding; nonprofit industrial complex; lack of gratitude for those doing work

Supportive practices included fair pay for work being done, comprehensive benefits, professional development, autonomy, trust from leadership, support circles, clear infrastructure and policies, flexibility for time off, and a willingness to adapt and re-strategize in alignment with organizational priorities and emergent needs in the sector.

The top five supportive practices that were mentioned for a positive workplace climate are included below along with the percentage of interviewees who mentioned each:

- Professional development opportunities (29%)
- Good paid time off (PTO) policy (26%)
- Flexibility with staff (18%)
- Wellness/rest days (13%)
- Fair compensation (13%)

For others, working in the RJ ecosystem remains challenging. Interviewees' responses included the lack of and unevenness of opportunities for professional development, issues related to the accountability of management in driving a toxic workplace culture, and the limited availability of resources driving competition rather than collaboration in the RJ ecosystem.

The top five practices that were mentioned to create a challenging workplace climate are included below along with the percentage of interviewees who mentioned each:

- Racialized impacts through white supremacy culture (WSC) (e.g., false sense of urgency, racism, macroaggressions, microaggressions, internalized racial oppression, anti-Blackness) (24%)
- Cliques in RJ and difference in definition and priority (21%)
- Stretched past capacity (16%)
- Emotional labor component (13%)
- Lack of equitable pay (11%)

LQ3 KEY TAKEAWAYS:

WHAT WORKPLACE CONDITIONS ARE BLACK REPRODUCTIVE JUSTICE LEADERS FACING?

Supportive conditions

- The top five practices that were mentioned to support a positive workplace climate included professional development opportunities, good paid time off (PTO) policy, flexibility with staff, wellness/rest days, and fair compensation for work being done.
- RJ work can be taxing, and the emotional component can lead to burnout. Supportive practices include organizational policies that allow for time away when needed and fair compensation for the degree of work required. Interviewees mentioned the need for access to professional development opportunities for their leadership and for themselves.
- There is unevenness in workplace culture. Responsive leadership willing to be flexible to staff needs is key in retaining a talented workforce. Interviewees working in organizations where implemented infrastructure and policies reflect staff needs and remain agile during transitions and external threats reported a more supportive workplace climate.

Challenging conditions

- The top five practices that were mentioned to create a challenging workplace climate included racialized impacts through white supremacy culture (WSC) (e.g., false sense of urgency), racism, macroaggressions, microaggressions, internalized racial oppression, anti-Blackness, cliques in RJ and difference in definition and priority, the feeling of being stretched past capacity, emotional labor component, and lack of equitable pay.
- Interviewees whose organizations do not explicitly support Black leadership and RJ work experience WSC more commonly. There is a lack of and unevenness of opportunities for professional development issues related to the accountability of management, and this is contributing to a toxic workplace culture.
- Working within a society where RJ must conform to white capitalism was also mentioned to be challenging. There is a sense of scarcity among those leading organizations. The reality of limited resources drives competition rather than collaboration in the RJ ecosystem.

“Our workplaces have been terrible, and that has largely been due to poor leadership and people getting to occupy roles because they are technically skilled but do not have management skills. We have big open secrets about abusive work environments and people and not much accountability for addressing those things until the public naming, shaming, and ousting in recent years. Organizations can’t share with one another because they’re fighting for the same resources, and funders don’t understand the nuances in their work.”

– Interviewee

Learning Question 4: Leading Groups and Current Issues

Researchers asked interviewees about 1) the most effective types of institutions and organizations in RJ, 2) specific organizations leading the movement, and 3) the current leading (or priority) issues that organizations are addressing. Also included are the available data from Candid regarding demographics of organizations receiving grant funding for RJ and other reproductive-health-related work.

EFFECTIVE INSTITUTIONS AND ORGANIZATIONS IN RJ

During interviews, participants shared a list of the most effective types of organizations. Types of organizations along with the percentage of participants mentioning each are included below:

- Nonprofit (42%)
- Legal (8%)
- For-profit (8%)
- Advocacy (18%)
- Grassroots (8%)
- Research (5%)

Table 8 includes the names of organizations that were mentioned as those currently leading the movement. Learning Question 5 (below) includes shared characteristics of organizations that have a reputation as being leading organizations. *It is important to note that this is not an exhaustive list.*

Table 8. Leading organizations

- | | | |
|---|--|--|
| <ul style="list-style-type: none"> <input type="radio"/> Abortion Care Network <input type="radio"/> Access Reproductive Justice <input type="radio"/> All* Above All <input type="radio"/> ARC Southeast <input type="radio"/> Afiya Center <input type="radio"/> Amandla Group <input type="radio"/> Black Infant Health Program <input type="radio"/> Birthmark Doulas <input type="radio"/> Black Feminist Future <input type="radio"/> Black Mamas Matter Alliance <input type="radio"/> Black Women for Wellness <input type="radio"/> Black Women's Health Imperative <input type="radio"/> California Coalition for Reproductive Freedom <input type="radio"/> Choices Center for Reproductive Health <input type="radio"/> Collective Power for Reproductive Justice <input type="radio"/> Diversity Uplifts, Inc. <input type="radio"/> Groundswell Fund <input type="radio"/> Healthy and Free Tennessee | <ul style="list-style-type: none"> <input type="radio"/> Florida Access Network <input type="radio"/> Forward Together <input type="radio"/> Frontline Doulas <input type="radio"/> Fund Texas Choice <input type="radio"/> Funders for Reproductive Equity <input type="radio"/> Indigenous Women Rising <input type="radio"/> If/When/How <input type="radio"/> In Our Own Voice: National Black Women's Reproductive Justice Agenda <input type="radio"/> Institute of Women & Ethnic Studies <input type="radio"/> Kentucky Health Justice Network <input type="radio"/> Mamatoto Village <input type="radio"/> Ms. Foundation for Women <input type="radio"/> National Asian Pacific American Women's Forum (NAPAWF) <input type="radio"/> NARAL Pro-Choice America <input type="radio"/> National Birth Equity Collaborative <input type="radio"/> National Latina Institute for Reproductive Justice <input type="radio"/> National Perinatal Task Force | <ul style="list-style-type: none"> <input type="radio"/> National Network of Abortion Funds <input type="radio"/> New Voices for Reproductive Justice <input type="radio"/> Planned Parenthood <input type="radio"/> Our Justice <input type="radio"/> ROOTT <input type="radio"/> Richmond Doula Project <input type="radio"/> Richmond Reproductive Freedom Project <input type="radio"/> SisterSong: Women of Color Reproductive Justice Collective <input type="radio"/> SisterLove, Inc <input type="radio"/> SisterReach <input type="radio"/> Southeastern Alliance for Reproductive Equity <input type="radio"/> SPARK Reproductive Justice Now <input type="radio"/> We Testify <input type="radio"/> Women with a Vision <input type="radio"/> URGE |
|---|--|--|

SECTOR PRIORITIES

There are organizations working on a range of issues that come under the umbrella of RJ. Interviewees provided an extensive list of these issues, providing insight into the vast nature of the ecosystem. Table 9 lists issues currently being prioritized in the sector, as indicated by interviewees.

Table 9. Leading issues

- | | | |
|--|--|--|
| <ul style="list-style-type: none">○ Abolition○ Abortion○ Amplifying the voices of trans folk (queer and trans liberation and legislation)○ Birth justice: Black infant mortality, Black maternal mortality, Black midwives○ Black families○ Bodily autonomy○ Bridging RJ with reproductive health and rights○ Bringing in joy and rest○ Changing the policies, approaches, and operations of organizations○ Collapsing care systems○ Comprehensive sex education○ Connectedness of services (health)○ Contraception access | <ul style="list-style-type: none">○ Criminalization of abortion○ Criminalization of Black communities○ Semantics and defining the narrative collectively○ Doula access○ Economic justice○ Fertility awareness and justice○ Forced sterilization○ Funding for abortion care○ Funding wraparound care○ Funding (overall)○ Hyde Amendment○ Infertility○ Intersectionality: Sharing reproductive justice framework○ Reproductive rights and legal issues○ LGBTQIA rights | <ul style="list-style-type: none">○ Maternal health○ Medicaid abortion coverage○ Medicaid coverage for midwives and doulas○ Mutual aid○ Menstrual support○ Organizing in the movement○ Parenting○ Police brutality○ Sex work○ Scarcity and abundance mindsets○ State intervention○ Sustainability of leaders and organizations○ Systemic and regional siloing○ Treatment of Black and Brown bodies○ Worker equity○ Violence |
|--|--|--|

LEADERSHIP DEMOGRAPHICS AND FUNDING

Candid data were used to evaluate demographics of the current leadership of grantees receiving reproductive-health-related grants.¹³ Demographic information was available for 24% of the total number of organizations that received reproductive-health-related funding (which represents 36% of grants in the data set). There is a gap in available data for reproductive health, reproductive rights, and reproductive justice (due to limited grant and subject codes and available demographic data), so only limited conclusions can be drawn. The available data suggest that the majority of organizations across the reproductive ecosystem reporting demographics are white-led (67% of the 648 organizations providing demographic data). Figure 3 displays the allocation of grants with available demographics that were awarded for reproductive-health-related work (648 organizations; 3,959 grants), reproductive health care (257 organizations; 579 grants), reproductive rights (108 organizations; 354 grants), and reproductive justice (24 organizations; 39 grants) categories.

¹³ KHA obtained a custom data set for all *reproductive-health-related grants* for both grantmakers and grantees from Candid. The most recent data available date from 2017 to 2019. Of the 10,886 grants available in the Candid database, only 3,959 have accompanying demographic data for the leader of the organization to which the grants were awarded. Due to limited demographic data, KHA used the racial identity provided for the leader of organizations as reported to Candid. It is recognized that only looking at the racial identity of one person is not representative of all leadership at an organization. Note that there is no Candid subject code for *reproductive justice*; this is noted as a limitation for our analysis. Grants that specified "reproductive justice" as a descriptor were included in this analysis with the caveat that not all organizations provided a description of grant activities.

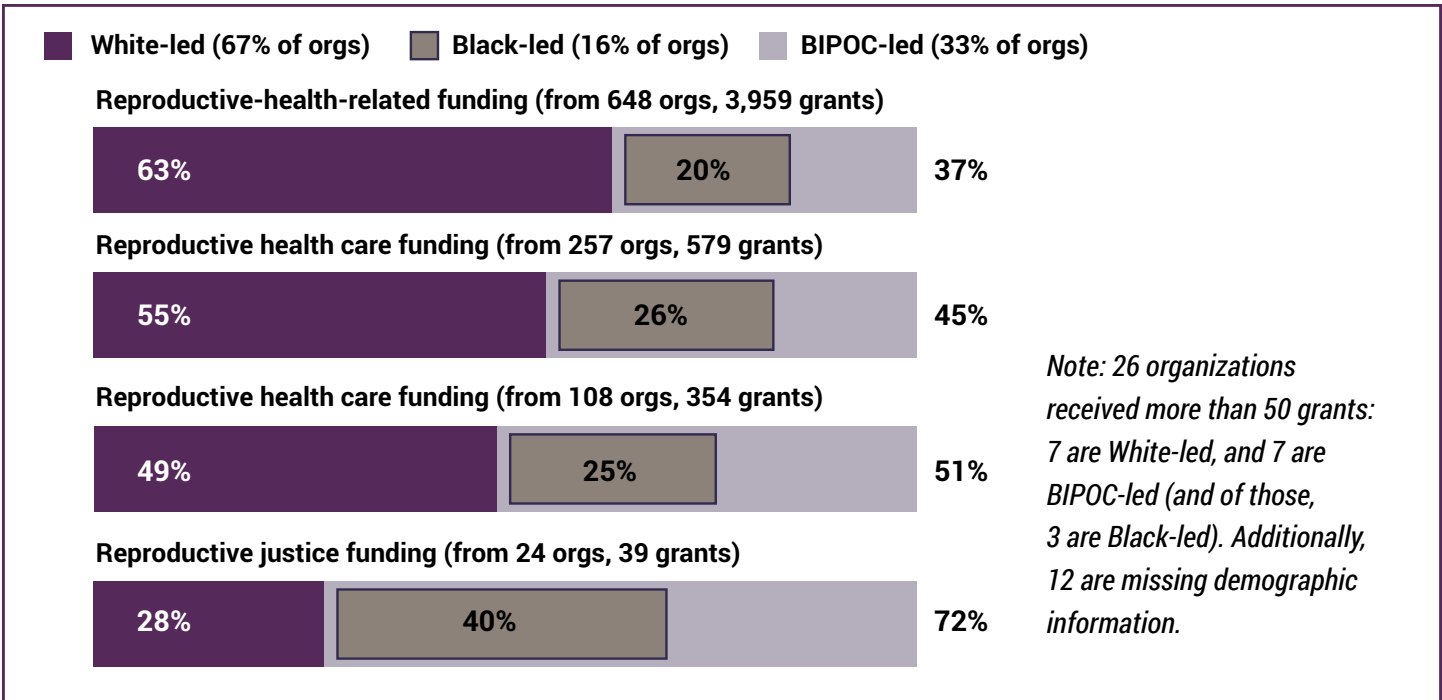


Figure 3. Distribution of grants across the sector by demographic groups

Grants that describe RJ activities are dispersed across Black-led, BIPOC-led, and white-led organizations. While Black-led organizations are included under BIPOC-led organizations, the percentage of grants for Black-led organizations are disaggregated for these analyses. RJ groups are largely led by BIPOC and specifically by Black organizers. This information is included with the caveat that the state of data only allows for analysis of RJ organizations and grants by examining the description for the grant activities given by organizations. Providing a description is not required by an organization.

LQ4 KEY TAKEAWAYS:
WHO IS LEADING REPRODUCTIVE JUSTICE EFFORTS?

- The types of organizations leading RJ are largely nonprofits and advocacy groups. Legal, grassroots, for-profit, and research groups were also mentioned as groups leading RJ efforts.
- A non-exhaustive list of organizations seen to be leading the movement was provided to researchers. The list is included in this section for informational purposes.
- Priority areas for the RJ ecosystem range broadly and expand beyond issues of abortion and legalities around treatment of Black and Brown bodies and health care. Priority issues include:
 - Black lives: Black families; treatment of Black bodies
 - Birth justice: Black infant mortality; Black maternal mortality; Black midwives
 - Human rights: Criminalization of abortion; criminalization of Black communities; Hyde Amendment; amplification of the voices of trans folk (queer and trans liberation and legislation); LGBTQIA rights; reproductive rights and legal issues
 - Health care access: Abortion; contraception access; doula access; infertility and fertility awareness and justice; maternal health; menstrual support; forced sterilization; bodily autonomy; Medicaid abortion coverage; Medicaid coverage for midwives and doulas; mutual aid

- Intersectionality: Economic justice; bridging RJ with reproductive health and rights; connectedness of services (health); sharing reproductive justice framework
- Systems change: Changing the policies, approaches, and operations of organizations; collapsing care systems; abolition; sex work; worker equity; police brutality; state intervention; violence
- Movement building: Semantics and defining the narrative collectively; scarcity and abundance mindsets; organizing in the movement; sustainability of leaders and organizations; systemic and regional siloing; bringing in joy and rest
- Education: Comprehensive sex education; parenting
- Funding: Overall funding; funding for abortion care and wraparound care

Learning Question 5: Effective Reproductive Justice Leadership

Interviewees were asked to describe the enabling conditions that contribute to effective organizations and to discuss factors that impede an organization's effectiveness. Participants named eight characteristics of effective RJ organizations. Responses and percentages of participants mentioning each are as follows.

LEADING ORGANIZATIONS ARE EFFECTIVE AT:

- | | |
|---|---|
| <ul style="list-style-type: none"> ○ RJ messaging, narrative power-building, and strategic communications (21%) ○ Policy work and wins (16%) ○ Having strong leadership who are vocal about the movement (13%) ○ Providing direct programming work and services (13%) | <ul style="list-style-type: none"> ○ Obtaining resources and support (13%) ○ Building capacity and providing training (11%) ○ Unapologetically centering Blackness (11%) ○ Creating conditions in which acts of self-care (e.g., resources to rest, autonomy, policies for thriving staff) can be prioritized (11%) |
|---|---|

"Black organizations who have commitment to transparency and authenticity are uniquely equipped to lead this work. And I also think that you have to have transparency, authenticity, and a commitment to sustainability to really be one of the most equipped and to lead."

– Interviewee

Interviewees cited five factors that diminished the perception of effectiveness, contributed to a loss of trust, and ultimately eroded an organization's reputation. Responses and the percentage of participants mentioning each are as follows.

RJ ORGANIZATIONS' REPUTATIONAL DIMINISHERS INCLUDE:

- Lack of results and impact (e.g., emphasizing "fluff") (11%)
- Poor historical treatment of employees and high attrition (11%)
- Gatekeeping and public organizational conflict (11%)
- Lack of transparency (8%)
- Incongruent values and practice (8%)

“Being extractive, coming into communities for the moment and not leaving them better than they found them. Especially if they come into a community and they don’t uplift the local folx doing [RJ] and they just steal their shine. That makes them ineffective, and it takes away their credibility. To not protect and care for those who have less resources or have less of a voice or less power [in this space].”

– Interviewee

The RJ ecosystem is intimate, and those doing the work are often aware of the impact that leaders and organizations are making, both positively and negatively. Leading organizations are those whose messaging about Black RJ is unwavering and clear. Organizations are seen as ineffective when there is a lack of follow-through, lack of transparency, and poor employee treatment. When asked about ways to improve effectiveness in the sector, interviewees pointed to the following: more collaboration; time for future co-visioning and co-building; incorporation of intersectionality; prioritization of healing; sharing of honest feedback; leadership development for staff and organization leaders; and development of unity in the sectoral RJ approach.

LQ5 KEY TAKEAWAYS:

WHAT CONTRIBUTES TO THE SUPPORT OF BLACK REPRODUCTIVE JUSTICE LEADERS? WHAT DIMINISHES THEIR ABILITY TO THRIVE?

- Leading groups engage in legal work, programming work, and direct service work, and they often have resourcing that allows for building capacity and providing training.
- Organizations are seen as “leaders” in RJ because of effective messaging, narrative power-building, strategic communications, and vocal leaders who unapologetically center Blackness.
- These organizations’ leaders are known for creating conditions in which acts of self-care (e.g., resources to rest, autonomy, policies for thriving staff) can be prioritized. Staff at these organizations are given resources to thrive.
- RJ organizations can diminish their reputations by gatekeeping and engaging in public organizational conflict.
- Others want to know that organizations can be trusted. A lack of results, impact, and transparency in work decreases this trust.
- Poor historical treatment of employees, high attrition, and incongruent values and practice can also lead to a poor public image.
- Interviewees offered methods to improve effectiveness of RJ organizations, including providing leaders and staff with professional development opportunities and supportive workplace conditions.

“I find sometimes with people in this space that they can [improve on]...informing their audience...and at just educational stuff. So just not [saying], ‘let’s take action’ but also ‘this is why you should take action,’ ‘this is why you should care,’ ‘this is what this movement is.’ So really educating people or building people, helping people build up their understanding so that they can be leaders in their community, in their church, their meetup group, their friend group, to really help build up whatever it is that we’re trying to advocate or fight for.”

– Interviewee

Learning Question 6: Needs in the Post-Dobbs World

When asked to describe resources and practices needed to support their leadership in a post-Dobbs world, interviewees, Folx, and Funders offered insights about the state of the RJ landscape, opportunities for action, and current funding practices.

Opportunities were offered for funders, RJ organization leaders, the RJ workforce, and those whose work intersects with RJ. Interviewees described how these different groups could step into greater support of RJ. Interviewee responses with the percentage of those mentioning each opportunity are as follows.

- **Support needs from funders:** Respond to needs with more resourcing (55%); provide multiyear funding through flexible and general operating grants (53%); actively listen and learn how to best strategize in funder role (34%); reduce burden on grantee partners through less hurdles and more realistic requirements of partners (32%)
- **Support needs from broader reproductive ecosystem:** Uplifting policy work focused on Black RJ priorities (45%); gather and work cross-sectionally with RJ movement leaders (34%); adopt and share the RJ framework while honoring its legacy (32%); develop a pipeline of multi-talented young RJ leaders (26%)
- **Support needs from other RJ leaders:** Greater collaboration and strategizing for RJ (34%); less competition and more unity in the RJ community (29%); time and space to build and plan with each other while leveraging each other's capacity in the space (24%); creating room for and supporting new and upcoming leaders and their ideas (16%)
- **Support needs from their organization:** Supportive strategic planning and infrastructure development (32%); implemented policies that center self-care and well-being (32%); comprehensive benefits, fair compensation, and adequate paid time off (PTO) (32%); webinars, trainings, coaching, and other opportunities for professional development (21%)

Folx also uplifted a need for greater support from organizations in the form of child support and care, comprehensive benefits, higher pay, and time for self-care and rest. Folx said that funders could show up by providing greater resourcing for organization-identified needs and that deeper relationships should be fostered to build trust. Collaboration among RJ leaders, other stakeholders, and adjacent movements whose work intersects with RJ was also mentioned as a need to move the framework forward.

Funders pointed to a need for greater collaboration amongst their peer groups within their organizations and the sector more broadly. The group noted the need for more flexibility in funding policies instituted at their Foundations. Furthermore, they pointed to a need for transparency in funding trends and practices from the philanthropic sector.

Responses from interviewees and both CoA groups were distributed across main themes to assess the top needs in charting a path forward for those working directly in RJ. Table 10 highlights the top five opportunities for the sector and for individuals and organizations within its periphery. Themes accompanying quotes are ordered from most to least frequently mentioned.

Table 10. Actionable needs and opportunities

Theme	Quote
Collaboration	<p>“I would love for non-Black or non-Black RJ organizations or non-RJ organizations to start adapting the framework of reproductive justice but not just for play. I don’t want to hold on to reproductive justice.... I know that RJ is not going to be able to win by itself. And so I want organizations like the environmental justice organizations that have a gendered lens, I want them to be thinking about how pollution is going to impact maternal mortality and infant mortality rates. They don’t have to be in the lane of RJ organizations, but I want them to have that type of understanding and a framework because I do think that’s helpful for us...even though I think Black women, gender-nonconforming folx are the center, and we should be listened to, and we are brilliant. It is unfair for us to be the center if we got to do all of it, that we got to lift everybody. And so I definitely want these white women to get collectively and be thinking about how their white privilege, their white supremacy shows up and how they can unpack that and do that work and not necessarily always having to have somebody in the room like myself to check them on that because that is also tiring.” – Folx CoA Participant</p>
Greater transparent philanthropic support	<p>“But what other [funders] are actually claiming is that they’re funding RJ work, and they are actually claiming that they’re funding BIPOC-led or Black-led RJ work. And here’s the thing: they technically are. If you give a grant for \$50,000, you are, but the conversation we’re not having yet is how much are you giving in comparison to your racial rights group or your non-BIPOC-led groups or your non-organizing group, which for me feels worse than if you didn’t do it at all because it feels like there’s no call-out and there’s no call-in anymore because we kind of know that calling out funders who have no accountability hasn’t worked.” – Funder CoA Participant</p>
Organizational change	<p>“And so a rethinking of how we run our organizations within this movement is really welcome. I would really love support and brainstorming how to do this differently so that our leaders can rest for real without worrying that the movement is going to significantly slow down or shatter. That’s a lot of weight to put on one person. It also isn’t a good idea to uplift and idolize one person on behalf of an organization or a movement. So I’m hoping that we move toward a way that could provide our leaders some choices, some flexibility without feeling guilt about abandoning our communities in crisis.” – Interviewee</p>
Professional development and early engagement	<p>“I think we need a very intentional development of younger RJ leaders who are multi-sector in nature, who have that ability to work across all of the critical areas that are going to lead to improved outcomes. So I think there has to be actual development, and I think there needs to be a mission statement for now, a mission statement for five years, a mission statement for 10 years, with very clear goals. So I think there needs to be an actual fully operationalized organization that is working in the different areas that are necessary to address [RJ] and has an ongoing leadership development program. So quarterly, semiannual, you’re really developing leaders, placing them into places that are important. For example..., [a program where] they do advocacy, they do all of this other work to really develop individuals into the role of being these smart, multi-personalities where they can do everything and support the medical needs of patients. So I think that’s what would be ideal.” – Interviewee</p>
Policy change	<p>“So we need policy advocacy. We need people in policy-making seats that are for us. So I think the voter suppression that we are seeing is trickling down into the injustice that we’re seeing in birthing, maternal health, all of that. And so we need to see broader justice for Black people among multiple systems in order to see the needed shift for reproductive justice.” – Interviewee</p>

The top five themes of opportunity and need in a post-Dobbs world include increased collaboration, greater philanthropic support, organizational change, professional development and early engagement, and policy change. Interviewees, Folx, and

Funders provided many actionable steps that the broader RJ ecosystem and intersectional movement can take. Overall, the following opportunities were offered:

- Strengthen the RJ movement through collaboration and inclusion within the reproductive ecosystem across movements.
- Activate funders to provide support that is transparent, responsive, and radical to the RJ movement.
- Create opportunities and leadership models that lead to thriving and rested leadership and staff.
- Cultivate young RJ leadership, and offer ongoing professional development to practitioners.
- Build multilevel policy and legislative change to increase protections for leadership, staff, and patients in the ecosystem.

LQ6 KEY TAKEAWAYS:

WHAT DO BLACK REPRODUCTIVE JUSTICE LEADERS NEED IN THE POST-DOBBS WORLD TO THRIVE?

- The top themes for actionable needs and opportunities mentioned were collaboration, greater philanthropic support, organizational change, professional development and early engagement, and policy change.
- Interviewees and Folx emphasized a need for funders to practice responsive and radical, trust-based grantmaking that supports the health of the whole at the individual, organizational, and sectoral levels. Interviewees and Folx called upon the philanthropic community to offer financial support through reparations funds and for general operating funds and to provide transparent tracking for Black RJ.
- Developing leadership models and processes that allow time and space to take guilt-free breaks can lead to sustainability and offer much-needed restoration among leadership and staff in the RJ movement. Interviewees and Folx indicated that taking the necessary time and space felt impossible because there was often little support for continuing the needed work at their organizations. Interviewees and Folx felt that if their organizations developed wellness models and policies aligned with RJ values, they would be able to sustain the progress made in the sector.
- Organizations and individuals working on reproductive issues can accelerate impact by increasing collaboration across the reproductive ecosystem (i.e., groups focused on reproductive justice, reproductive health, and reproductive rights), across organizations at different levels, and throughout the country (i.e., nationally and regionally). Interviewees stated that in order to make progress as a movement and support individual and collective leadership, there needed to be less competition, more inclusion of full identities, increased collaboration, and greater unity across the board.
- A need to provide professional development for those currently in the sector through coaching, webinars, continued training, and increased funding for these efforts was identified. Additionally, there continues to be a need for pipeline development and the cultivation of young Black leaders.

Learning Question 7: Funders’ Role and Current Funding Trends

FUNDERS’ ROLE IN RJ NEEDS

To assess complexities around RJ funding, interviewees and Funders were asked to describe the relationships and dynamics associated with RJ funding. It was stated that while some funders seemed to be clear about the parameters of the movement, others were reportedly unsure of the specific role funders played and how to best strategize as a collective. This was apparent in the following statement:

“And that’s something that’s really complex.... It feels funny to talk about the landscape in a sense and not say upfront what role we as funders are playing. I mean, to consider us part of that landscape. We’re also, I think, not part of the ecosystem. We’re caught off guard or on the back foot with a lot of these strategies, with a lot of what the opposition has brought forward. And not being ready, I think, as philanthropy, not being as connected and not being as networked. And often this kind of a context just makes all of that siloing and all of that kind of power-hoarding so much more pronounced because of the pressure that’s put now on folx in the movement.”

– Funder CoA Participant

Interviewees, Folx, and Funders emphasized the need to be very clear in terminology. The quotes and themes in Table 11 illustrate the lack of congruence around funders’ clarity and consistency in defining RJ; these quotes and themes also uplift funders’ role in accountability to the movement.

Table 11. Lessons on funder accountability

Lessons on funder accountability and quotes	
Engage in more learning and unlearning to effectively approach RJ	“A lot of funders actually need to do some of that deep learning and unlearning in order to approach [RJ]. We are actually doing unlearning together, and it’s a really important shared space. But I think something like that is important for funders because they need to truly believe and understand what the mission is.” – Interviewee
Define RJ explicitly in relation to funding of the health care ecosystem	“We are not going to co-opt [RJ] language when we are not doing that right now. And we cannot come into any community and say we do this work as far as reproductive justice is concerned and be authentic and potentially also take funding from true grassroots organizations who are doing the work and having to literally explain that to people [who are] saying this is reproductive health, this is reproductive justice. They are not necessarily the same. Reproductive health is under the umbrella of justice, and while they are not the same, we cannot be on the front line saying that we are doing this without just being a boldface liar.” – Funder CoA Participant
Understand the role of racial capitalism in RJ to increase accountability	“There’s a big accountability piece [where funders need] a bit more education and understanding of the role of racial capitalism in this country. Going through some learning around that [would help us] to really be able to do grantmaking effectively because we don’t all understand it, which I think...removes really important context for the way that [we] partner and fund different groups.” – Funder CoA Participant

Lessons on funder accountability and quotes

Be prepared to be disruptive by transforming systems with the RJ framework

“Often funders are confused about the terminology and think that giving [at the same level to groups] is the key. And understanding also with funders that with reproductive justice, it's inherently disruptive. That's hard for funders because I think sometimes, depending on the type of funding, they're looking for some type of direct.... What's the word I'm looking for? But they're looking for a return on the investment. And that return may not be in a standard financial way. It might look very different. And so I think funders need to be clear about what reproductive justice represents, how it might disrupt a system that they're complicit in, because many of us are. And just be aware that it's transforming not just the health of Black people or Brown people, but it's really transforming the health of the country overall, the well-being of the country overall.” – Interviewee

REPRODUCTIVE JUSTICE LEADERS' EXPERIENCE WITH PHILANTHROPY

When asked about the power dynamics that exist in the sector around money, interviewees, Folx, and Funders noted that money can influence the strategies deployed by organizations in an effort to gain funding. Interviewees and Funders were asked to elaborate on the role that money and power play in the sector. Both groups agreed that money and power are often conflated and that in an effort to get funding, movement strategy is influenced by what funders want to see. These groups also uplifted the power that resides in RJ leaders, organizations, and communities, noting the reputational power that some RJ organization leaders have. Table 12 includes themes, percentages, and quotes from interviewees' perceptions of how money and power intersect.

Table 12. Perception of power dynamics in reproductive justice and philanthropy

Theme (% of interviewees mentioning theme)	Quote
Money equals power (32%)	“I think money has become the power in this entire landscape. And so if it's the organizations receiving most of the resources, then everyone perceives their power.” – Interviewee
Power is held by the RJ communities' influence (16%)	“And that, again, the power comes from the base, the folx who are just in communities, people who are experiencing reproductive oppression, how we can fight back against that, but that the power lies in that.” – Interviewee
Money influences the RJ agenda (8%)	“Whoever has the money tends to have the power and tends to be the party that gets to set the agenda, which is oftentimes frustrating because the agenda really should be set by the needs of the community and the needs of the organization, but it tends to lie with whoever has the money, whoever has that power in regard to decision-making, which can really impact the ability to do the work in a sustainable manner, in an effective manner.” – Interviewee

Recognizing the power dynamics that exist when grantees solicit money from funders, methods for increasing accountability in partnerships were offered by interviewees. The three most frequently mentioned practices along with the percentage of interviewees mentioning each are shared below:

- True partnership (52%)
- Transparency (29%)
- Full disclosure (21%)

When asked about efforts to decrease competition for funds in the ecosystem, interviewees said funders are not doing a great job of creating a less competitive landscape for their partners (mentioned by 24% of interviewees). Interviewees said that the ecosystem remains competitive and is operating from a “scarcity mindset” where funds are not consistently provided. Other mentions included experiences where funders are not valuing and treating leaders and organizations with equality. This sentiment was observed in the following Interviewee quote:

“No [effort has been made]. I think even when we’ve tried to pull people into a space where we think we’re talking about it collaboratively, it ends up not being that. And I put that on the funders because they often convene those spaces and then do nothing or pick who they’re going to fund and don’t value all of the groups equally, or [they] say something publicly, and then behind closed doors, they will sort of vilify and not be supportive of some leaders in the RJ space.”

– Interviewee

Interviewees stated that efforts that have been successful in obtaining funding collaboratively were largely those that encouraged authentic engagement and cohesion among the sector. Forming coalitions and alliances with other groups to apply for funding collaboratively (mentioned by 25% of interviewees) and information sharing about available funding across groups doing varied RJ work (mentioned by 17% of interviewees) were the efforts mentioned to be most effective at creating a collaborative ecosystem. One interviewee provided the following example:

“The goal [in these coalitions] is that many organizations have the resources that they need to do different or different types of work together and collaboratively using the different expertise and skills of the different organizations in a way that they’re not competing for those funds anymore, but they’re all contributing to how the resources will be used and accessed.”

– Interviewee

Interviewees pointed to “go-to” funders as well as those unsupportive of RJ. While foundations were usually listed without an explanation of why they were perceived to be the “go-tos,” interviewees generally illuminated qualities of effective grantmaker/grantee partnerships and challenges inherent in the same.

Foundations were said to be supportive and “go-to” funders when they explicitly say they are RJ funders and have a commitment of resources to the movement (mentioned by 13% of interviewees). Other mentioned characteristics of “go-to” funders were centering marginalized groups in their funding, giving partners a positive experience through nurtured relationships, requiring less burdensome applications and reporting, and effectively moving money toward RJ.

Other foundations were said to be “go-tos”; however, negative connotation was captured in participants’ provided reasoning. Some foundations are considered “go-tos” for RJ funding because they are seen as big foundations to hoard all of the resources (e.g., money, power, control) (mentioned by 8% of interviewees).

All funders who were named as “go-to” grantmakers are included in Table 13.

Table 13. “Go-to” grantmakers

- | | | |
|---|--|---|
| <input type="radio"/> The California Endowment | <input type="radio"/> Funders for Birth Justice and Equity | <input type="radio"/> NEO Philanthropy |
| <input type="radio"/> California Health Care Foundation | <input type="radio"/> Grantmakers for Girls of Color | <input type="radio"/> NoVo Fund for Girls |
| <input type="radio"/> The California Wellness Foundation | <input type="radio"/> Groundswell | <input type="radio"/> The Rockefeller Foundation |
| <input type="radio"/> Catalyst Fund | <input type="radio"/> The Grove Foundation | <input type="radio"/> Robert Wood Johnson Foundation |
| <input type="radio"/> Charles and Lynn Schusterman Family Philanthropies | <input type="radio"/> Irving Harris Foundation | <input type="radio"/> Small and individual donors |
| <input type="radio"/> Collaborative for Gender and Reproductive Equity (CGRE) | <input type="radio"/> L.A. Care Health Plan | <input type="radio"/> The Susan Thompson Buffett Foundation |
| <input type="radio"/> Chicago Foundation for Women | <input type="radio"/> Libra Foundation | <input type="radio"/> Tara Health Foundation |
| <input type="radio"/> Episcopal Health Foundation | <input type="radio"/> MacArthur Foundation | <input type="radio"/> Third Wave Fund |
| <input type="radio"/> Every Mother Counts | <input type="radio"/> MacKenzie Scott Foundation | <input type="radio"/> W.K. Kellogg Foundation |
| <input type="radio"/> Ford Foundation | <input type="radio"/> Missouri Foundation for Health | <input type="radio"/> William and Flora Hewlett Foundation |
| | <input type="radio"/> Ms. Foundation for Women | <input type="radio"/> Yellowhammer Fund |
| | <input type="radio"/> National Birth Equity Collaborative | |

Interviewees were asked to list funders “known not to support RJ” and to describe their experiences with those that were named. Challenges experienced in getting funding for RJ and the funders “known not to support RJ” are included in Table 14.

Table 14. Philanthropic challenges and those known to not support reproductive justice

Challenges experienced in getting funding for reproductive justice organizations

- Some groups are inclined to fund legal organizations over the “on-the-ground” organizations.
- Reproductive rights and reproductive health organizations get more funding.
- Getting funding depends on whom you know at a foundation.
- Governmental permissions make it hard to fund RJ and thereby reinforce patriarchal culture.
- There are sometimes mandates around funding through institutional policy.
- Some foundations have a reputation for not funding RJ.
- Some foundations are known to not fund Black-led RJ work.
- Program officers sometimes try, but it is not always easy for them.
- Big foundations are known to control resources through micromanaging.

Reproductive funders known to not support reproductive justice*

- | | |
|---|--|
| <input type="radio"/> Corporations | <input type="radio"/> Merck for Mothers |
| <input type="radio"/> The David and Lucile Packard Foundation | <input type="radio"/> The Susan Thompson Buffett Foundation |
| <input type="radio"/> Governmental agencies | <input type="radio"/> U.S. Department of Health and Human Services |
| <input type="radio"/> Johnson & Johnson Foundation | <input type="radio"/> William and Flora Hewlett Foundation |
| <input type="radio"/> March of Dimes | |

**Note: Funders were included in the list if they were mentioned at least once during the interviews.*

The following quotes illustrate the experiences of interviewees with foundations “known not to support RJ”:

- “They do on a very small or particular level. But then if it’s really about RJ, then no, because of their mandate.”*
– Interviewee
- “[The foundation] is known to fund RJ, but I’m like, ‘they don’t really fund RJ at the capacity which they can and at the capacity which they fund white-led repro health and rights organizations.’ I think they’re dropping pennies on Black-*

led RJ organizations and also often require a lot around deliverables or requirements around what the funding can and cannot go to and not in the same ways that they fund other reproductive organizations who may not be RJ.”

– Interviewee

- “And I won’t necessarily say that they don’t support RJ, because I don’t know that, but they don’t support anything Black. I’ve talked to these funders, and they basically said that, ‘We don’t do race-based work.’ But they have so much money, and they do help a lot around health. So it would be helpful if they did. And I think that there’s other funders that probably fit that same description, but I don’t really know who they are.” – Interviewee
- “I think the [...] and the [...] foundations. I don’t know that people necessarily go there for RJ funding, but I think their program officers are trying, but I’m not sure that’s the place where people are like, ‘oh, RJ dollars.’” – Interviewee
- “[...] has some [funding] in the space although I feel like they have pulled theirs. There’s not been as much [funding].” – Interviewee

Interviewees reported experiencing anti-Blackness, gatekeeping, and micromanaging of funds in the movement. Interviewees explained that while corporations, governmental agencies, and some foundations were known not to support RJ, those that explicitly fund RJ and offer true partnership are creating supportive experiences. There was some overlap in foundations mentioned as “go-to” grantmakers and as funders “known not to support RJ.” This indicates varied experience with some foundations. Participants expressed a need for more resourcing for Black RJ and increased philanthropic transparency.

FUNDING ACROSS THE REPRODUCTIVE HEALTH ECOSYSTEM

In an effort to explore funding trends across the reproductive ecosystem, a quantitative analysis of available funding data was conducted. A total of \$4,660,301,606 was awarded in the reproductive sector across a total of 10,886 grants (all reproductive-health-related grants) from 2017-2019. Figure 4 illuminates the disparity in funding across reproductive health care (\$807,948,239; n=1,594 grants), reproductive rights (\$581,673,545; n=967 grants), and reproductive justice (\$42,886,412; n=125 grants).¹⁴

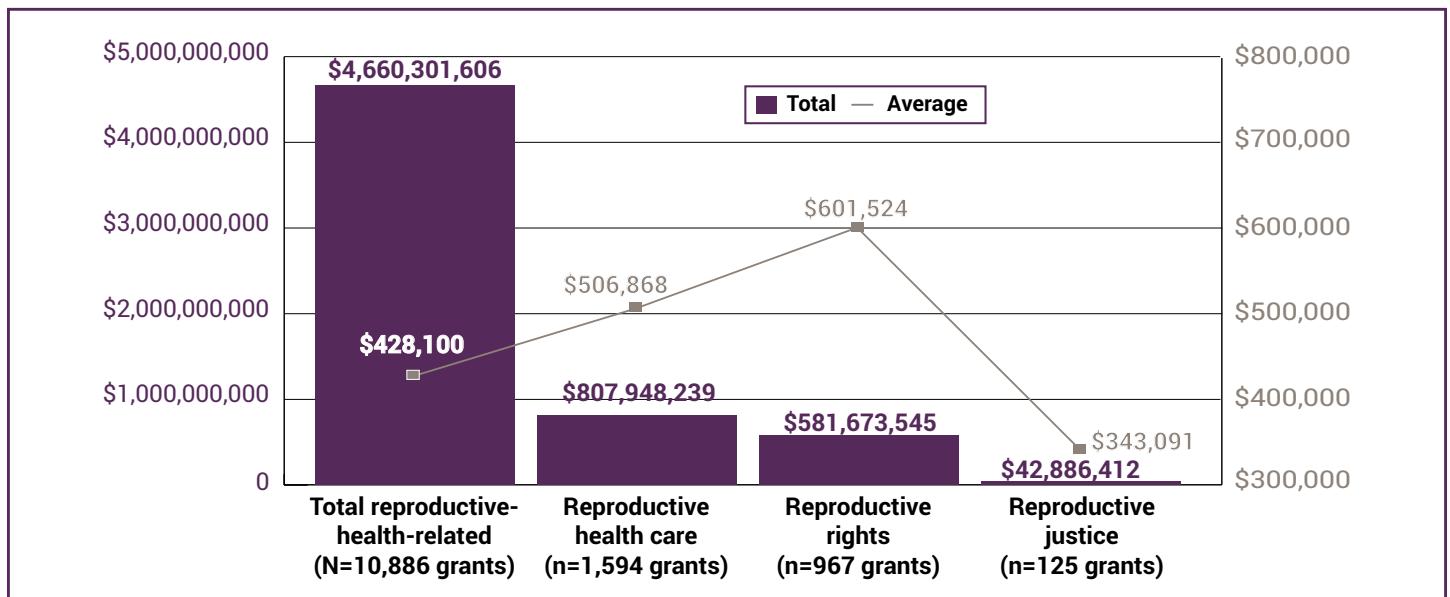


Figure 4. Funding distributions across reproductive ecosystem

¹⁴ The custom data set obtained included grant data for all reproductive-health-related activities. Subject codes for grant activities in the data set included codes for group homes, services for offenders, and sexual education – in addition to reproductive health care and reproductive rights codes. KHA used Candid’s subject codes “reproductive health care” and “reproductive rights” to assess funding allocation specific to these areas.

According to the data, of all reproductive-health-related grants, reproductive health care funding is the greatest in total, and the average grant given to reproductive rights groups is the highest. RJ is the least funded of the three, in both respects. While there is a clear disparity in RJ funding, the lack of measurement and tracking limits our ability to draw conclusions and points toward a deficit in philanthropic accountability.

LQ7 KEY TAKEAWAYS: HOW IS THIS MOVEMENT FUNDED?

- Interviewees, Folx, and Funders expressed a need for funders to define their role in RJ and learn about the historical significance of the movement and their involvement. Interviewees and Folx were adamant that funders should seek professional development, education, and training in order to support the movement effectively and without doing harm. Funders expressed a desire to engage in deeper learning and also felt their Foundations could play a greater role in engaging with the sector.
- Organizations have made efforts to cultivate RJ collaboration in what is reportedly a competitive landscape by applying for funding together and forming coalitions and alliances. Interviewees stated that there was work needed in this area and that funders could play a major role.
- Interviewees felt that groups are not valued equally and that some leaders are vilified. Interviewees pointed to barriers, such as gatekeeping, and felt that funding was often more reactive to emergencies than responsive to real community needs.
- Interviewees called for greater accountability between grant-seekers and funders. They cited a need to demystify the funding process, examine and decrease the power struggle for funding, work to remove money as a tool of power, be more transparent around reasons for decreased or discontinued funding, support grantees through periods of transition, respect and value grantees as assets, understand the role of racial capitalism, and actively listen to the Black folx doing the work.
- Interviewees expressed needs specific to the responsiveness of funders. These needs included decreasing hurdles to obtaining funding, decreasing reporting requirements, and thinking creatively about how to give funding more radically to activists and for necessary experimentation. Findings also uplifted the need to provide multiyear, general operation funds in large amounts. Changes to reporting requirements were also cited as well as the following grantmaking conditions:
 - No strings
 - Reparations funding
 - Shorter procurement process
 - Real support for rest
 - Reimagined, innovative reporting and metrics
- There is a great need to develop more transparent tracking systems that are shared with other funders in the sector. Additionally, foundations should ensure they develop an infrastructure and guiding strategies that are in line with RJ ecosystem values.

Learning Question 8: Centering Healing and Joy

"[Healing and joy] have to be central. Both healing and joy need a more central seat in the movement. In reproductive justice, so many of us here have been harmed, and we're here because we've been harmed and we're still being harmed. We're at these legislative meetings or when we are out in community, there are constant threats to our safety, to our autonomy, to our livelihood. And so healing justice needs to be centered. So whenever RJ leaders or folx in the movement are present, there needs to be some type of healing justice component, some type of centering, grounding, and there needs to be joy. There need to be opportunities for us to go in a room and scream."

– Interviewee

The reproductive justice space is often a place where internal harm and trauma are discussed and external threat is constant. However, there is also a magnitude of strength and celebration present. Interviewees and participants in both the Folx and Funders CoAs discussed the role of healing and joy in RJ and provided opportunities to further center these critical components.

Word clouds composed of themes shared during interviews and both the Folx and Funders CoAs were created to illustrate the role of healing and joy and the meaning of centering race in RJ. These are included in Table 15 along with representative quotes. The words and phrases that appear larger were mentioned by participants more frequently.

Table 15. Word cloud: Role of healing in reproductive justice (word cloud and quotes)

Healing in RJ	Joy in RJ
<p>Healing through conflict Has ripple effects Leads to energy Apology and atonement Respect Key to framework Personal healing Allow grace Body praising Necessary for RJ Part of RJ values Abundance mindset Mental health Makes room for dreaming Heal from trauma Healing justice Wellness</p>	<p>Need it modeled RJ known for joy Joy in the journey Needs to happen with Black Folx Celebrate victories Integral part of RJ Joy is convener People want joy In culture, art and dance Safety & thriving & access It's a Black thing Practice without white gaze</p>

RJ needs healing (quote)	RJ needs joy (quote)
<p>“The body keeps the score. We’ve known that this shit is killing us and this is hard and this is not right and I need to rest or whatever, but you kind of feel gaslit. Well, everybody else is working this hard and doing this much or whatever, whatever, at least the people next to you. But realizing that this is not how it’s supposed to be. We know more about weathering now and how that affects the reproductive health and age of Black women. And so because of those things, we recognize that there’s a need for us to find healing and joy, whether other people want to give it to us or not, because it is as much a life-or-death issue as access to abortion, as a just health care system, and all the food security and all the other things.” – Interviewee</p>	<p>“Wow, that is something that.... Yes, not really coming to mind as of recent especially, and again, because I think a lot of us are feeling very underwater, especially after the Roe decision and the work has really amped up that there maybe hasn’t been as much time or priority placed on just celebrating our wins and coming together in fellowship and in a joyful manner. So I definitely think that has been lacking because the work has amped up and also because of the pandemic, it’s been hard to kind of get together and kind of do some of those things that maybe were more common pre all that. But what that looks like is getting together for a craft night or a dinner, having trainings in person where we can really share ideas and things that are making us happy lately. But I will say I haven’t really been a part of any of those spaces lately. It’s needed.” – Interviewee</p>

Interviewee responses illuminated six themes as offered in reference to the role of healing and are included below with the percentage of participants mentioning them. According to participants, healing:

- Is necessary in this work for movement building (32%)
- From trauma and pain is needed (29%)
- Is a North Star in RJ framework and values (24%)
- Creates more energy, enthusiasm, and wellness (21%)
- Is not being centered (18%)
- Makes room for dreaming and visioning (13%)

The following five themes were offered in reference to the role of joy in RJ. According to participants, joy is:

- Is an integral part of work (21%)
- Is hard to prioritize (16%)
- Is a Black thing (11%)
- Is something that needs to happen within the RJ community (11%)
- Is important to model (11%)

“Healing and joy must be intentionally uplifted.” Interviewees were asked to share examples of practices that center healing and joy; in the examples they shared, they emphasized a need to create joyful spaces for celebration and community. These experiences anchor the RJ movement in wellness and holism, of which healing and joy are integral parts. Instances of healing and joy that occur in RJ were provided. Themes are included below along with the percentage of interviewees mentioning each:

- Meditation and other acts of self-care (e.g., reading a book, having a massage, replenishment through food and time outside) (61%)
- Opportunities for Black folx working in RJ just to be in community with one another (e.g., shared identity circles, healing- and joy-focused circles, opportunities to decompress with one another) (50%)
- Spaces for authentic connection and coming together to learn, grow, and celebrate RJ (e.g., celebration of accomplishments, sharing of lessons, moments to build community) (16%)
- Ability to take time away from this work (16%)
- Retreats, convenings, and summits (13%)

Interviewees and Folx were asked to discuss how healing and joy could be further uplifted in Black RJ. Actionable steps were offered around the ways in which funders, organizations, the sector more broadly, and RJ leadership can be accountable in centering practices of healing and joy. Insights from interviewees are included in Table 16 along with themes, percentages, and quotes.

Table 16. Accountability in centering healing and joy

Accountable Entities	Theme (% of Participants Reporting Theme)	Quote
Philanthropy	Allocate resources to healing and joy efforts (37%)	“I think that funders should support sabbatical and rest and healing and conflict resolution processes and relational work that is not just about the metrics, the policy and advocacy metrics. Those are some ways.” – Interviewee
Across sector broadly	Center it, and model it widely (24%)	“The sector can be involved by just showing people, showing the world what it looks like to center healing and joy in RJ, and doing it openly so that people say, ‘oh, this is what it could actually look like; this is where we’re all trying to get to.’ And then more people will even join the fight.” – Interviewee
Within organizations	Prioritize joy and healing in policy and practice (13%)	“They don’t even make space for it. So I think they would need a leader who makes space. And it’s so political, so they’re very focused on external relationships. So you don’t really have time. But I think there just has to be intentionality about...Friday. We’re not going to be here. We’re going to do something different other than work.” – Interviewee
Across RJ leaders	Break down the cliques, and heal in unity through conflict (11%)	“There’s a lot of cliques in RJ..., meaning who gets to say they’re RJ.... Some of that stuff needs to change and get broken down, in my opinion. And when hard things happen too...folx should not see it as a detractor to the work. They should understand that as part of the work. We have to heal through conflict and navigate conflict.” – Interviewee

Interviewees and Folx stated a need for philanthropic resource allocation to leader-identified efforts that allow for deeper healing and joy. Additionally, organization leaders were mentioned as the responsible parties for institutionalizing policy that allows for real rest in service of healing and joy. Healing and joy can also be prioritized by RJ leaders collaborating more effectively internally and healing some of the fracturing that has occurred while modeling the joy that is present through celebration. Interviewees and Folx were asked to envision a desired state of RJ where healing and joy are centered. Table 17 includes themes and quotes that depict this future.

Table 17. Visioning healing and joy in the reproductive justice movement in 2033

Visionary themes and quotes	
Healing and joy are core pieces of the movement	“I talked about healing and joy with some folx I know, and they were like, ‘Oh, my healing work is outside of the movement.’... I think other people see that, too. They do healing work outside of the movement or outside of our movements, and they have to go to get healing outside of our movements. And in 2033, I see that healing is happening, and joy is a part of the movement.” – Interviewee

Visionary themes and quotes

<p>RJ becomes a more innovative space</p>	<p>“So just to say that there’s a lot of culture that’s a part of RJ, folx who are singers and just cultural workers. It’s very much a part of the movement. And I think about artists, the visual pieces, too, and those pieces related to what are the futures that we envision.... I think about art with that, or I think about different programs that would be a part of the movement. I think about organizations having different practices and policies that reflect that healing and joy and kind of this general sense of folx feeling more sustained and not exiting the movement and feeling burnt out and just carrying a sense of pessimism.” – Interviewee</p>
<p>Healing and joy are embedded in all organizations, and funders are involved</p>	<p>“I think it will be part of our work. I think it will just be.... I hope it’s embedded in every single organization and that it has the resources. We’ve got new generations entering this work. I hope that the new generations are entering into places of healing and joy, that there’s places and spaces that we are together in that healing and joy as a movement and as leaders. I hope we talk about it more openly, that it’s a very common conversation that we’re having, and that people are openly sharing their experiences.” – Interviewee</p>
<p>Funders are involved in supporting healing and joy</p>	<p>“I really hope that funders are engaged in some of it, too, and that there are some bridges that have been built with funders who are willing to step into that place with the movement.” – Interviewee</p>
<p>There is sustained healing and joy</p>	<p>“I think in the next 10 years, I feel like the conversation will be different because I’m hoping that in those 10 years, we see some bigger wins in terms of how folx are organizing in this space for not only health-promoting policies but justice-based policy and that the funds are poured into the movement in a way that allows folx to have a better life. So that’s what I’m hoping for. And then in 10 years, in terms of the healing piece, it is more so around maintaining joy instead of fighting to have it. So that’s what I’m hoping for.” – Interviewee</p>

HEALING AND JOY: 10 YEARS FROM TODAY

“In 2033, healing is happening, and joy is a part of the movement.” Interviewees and Folx envision a movement that is driven by a transformative national and international agenda that is inclusive, well resourced, and centered on the physical and mental well-being of all people. Leaders, practitioners, and activists work with funders to create solutions; trust, accountability, and mutual respect support the development of partnerships that facilitate and sustain progress. RJ work is shaped by the experiences of those who have come before and is inspired by a vision for the future that includes hope, autonomy, and freedom. The future of RJ work reflects that elimination of disparities and fear of harm for Black people.

LQ8 KEY TAKEAWAYS:

WHAT ROLE DOES HEALING PLAY IN THE REPRODUCTIVE JUSTICE ECOSYSTEM? WHAT ABOUT JOY?

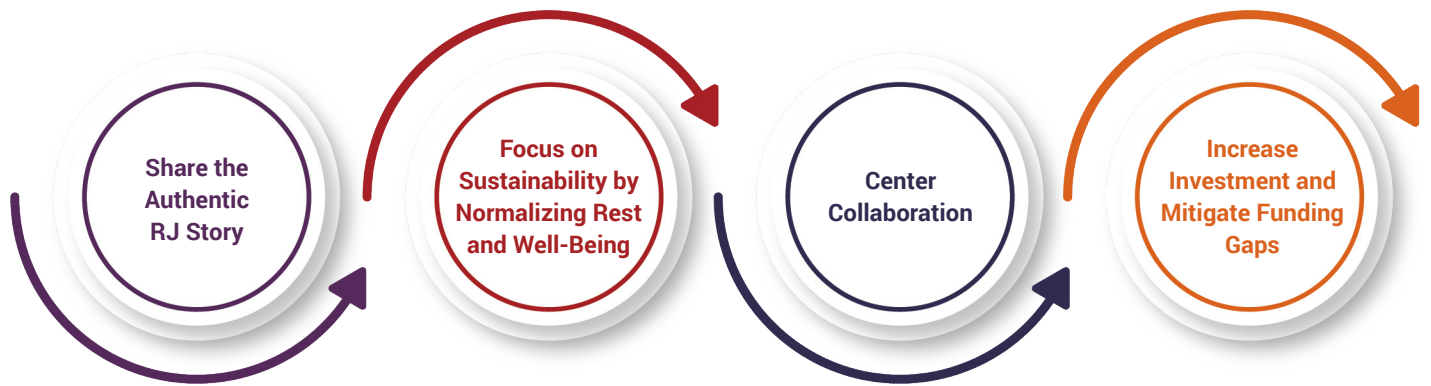
- “Healing is fundamental.” Interviewees, Folx, and Funders repeatedly noted the pain experienced by those at the center of working for change. Individual and collective healing allows individuals to become whole, fortifies practitioners, advocates, and leaders, and is essential for the dreaming and visioning necessary to energize and sustain the ecosystem.
- Everyone has a role in developing the scaffolding for more healing and joy in the sector. Philanthropy, the broader sector, organizations, and individuals were called in and were encouraged to center healing and joy through allocation of resources and time, prioritize it in policy and practices, and break down the cliques to heal in unity through conflict.

- Examples of healing and joy were given that focused on self-care activities that prioritize physical and mental health, such as practicing mindfulness and having massages, releasing burdens, replenishing oneself, and taking real time off. Examples also included: the community practice of acts of care; engaging in celebration; Black women sharing modalities with each other; and sharing space within the RJ community.
- Healing and joy belong in the future that individuals are working toward. Healing and joy provide hope. Healing is essential to RJ, and without it, it is not possible to achieve the desired outcomes of the work. A focus on healing can energize those working in the space and can lead to a sense of feeling whole and cared; this can reverberate to one's own family and to the families one is serving. Joy is integral to RJ and celebrating with one another leads to conditions that are creating hope for the future of the movement.

“If you ask me how I know we did this right, it is because we started prioritizing things and started taking care of each other in this.... We were developing succession planning for the future and giving them the support they needed not to be baptized by fire but to learn under apprenticeship, to listen to their ideas, to support them in the new way that they think the work should move. That, to me, means that we are thinking about healing, renewal, and seven generations ahead, and that brings joy because there is no joy in the constant grind, there is no joy knowing you are the last in your line.”

– Interviewee

RECOMMENDATIONS



Actionable recommendations are provided to illustrate the path forward in reauthenticating Black leadership in RJ while centering healing and joy. These recommendations serve as an invitation to stand behind Black RJ leaders for funders, organization leaders, and those whose work intersects with RJ.

The recommendations were shaped by the reflections, comments, and directives offered by interviewees, Folx, and Funders about the path forward in the RJ ecosystem. In some cases, the action needed is directed toward a specific group, such as funders, while other recommendations are offered more broadly to those whose work intersects with RJ. These recommendations serve as a call to action for those interested in supporting the RJ movement.

Recommendation 1: Share the Authentic RJ Story

Connect to the Legacy of the Mothers of Reproductive Justice and expand Black reproductive justice as an holistic movement.

Educate yourself and others. Learn about the history of reproductive justice, and share that history widely with many. Black RJ should continue to band together and bring others into the understanding of the historical significance and continued need for reproductive justice as a comprehensive movement originally developed to provide safety and choice through a framework that advocates for issues of human rights and social justice offered by the Women of African Descent for Reproductive Justice.¹⁵

There is healthy disagreement about what RJ is now and what it should look like. The RJ framework is expansive in valuing all expressions of sexual and reproductive rights, including abortion, equality, and justice through fair access. Explore “reproductive justice” work in a way that allows for clear communication, tracking, and funding. While reproductive health care and reproductive rights efforts have not always prioritized and been committed to protecting and valuing Black lives and Black leadership, RJ pushes for equal access to human rights and well-being while bringing an awareness to the reality of racialized factors in human care. We recognize there is often overlap in efforts in health care and are encouraging continued education and sharing of the nuances of work done on behalf of Black RJ. We call on individuals and organizations from the greater reproductive health sector to join and support efforts as allies while avoiding co-opting of language and work. Black women and men, the LGBTQIA+ community, youth and elders, and all other personal identities represented in RJ seek to be valued, respected, and supported in their efforts to create a future that prioritizes their health and well-being.

Recommendation 2: Focus on Sustainability by Normalizing Rest and Well-Being

Work from your position to create and support a culture of rejuvenation that honors health and joy and de-prioritizes one of unrest and a sense of urgency. Many are motivated to work in reproductive justice despite barriers and challenges through envisioning

¹⁵ “Black Women on Health Care Reform.”

a future of true liberation for children and families and through deep connection with ancestors and the Black women who came before them. Model the joy and celebration of what RJ has accomplished and stood for. Take moments to care for your own health and well-being so that you may be able to continue helping others and support those who need to step away – lean into values and norms that promote sustainability of health. Develop working conditions and personal boundaries that allow for moments of relaxation and restoration; these are necessary for the sustainment of the RJ workforce. Policy change at an organizational level may look like implementing increased protections for leadership and staff through strong infrastructure, processes, and policies that allow for comprehensive benefits, fair compensation, and needed time for real rest. Prioritizing policy change can lead to conditions within the RJ sector where healing can be actualized. Model the type of culture that will support the development and sustainability of an equipped workforce that attracts and supports a pipeline for new leaders.

Recommendation 3: Center Collaboration

Invite greater interconnection and collaboration within the movement and across sectors. The RJ movement is led by brilliant and innovative Black organizers and activists who have demonstrated their integrity, strength, and ability to engage effectively in building together and establishing organizations that are postured to change the nation. Black RJ leaders have called upon others to recognize the work developed by generations that came before them and to stand behind them in the continued fight for justice. We encourage funders to support and uplift political efforts and other tactics led by Black RJ and for mainstream organizations to follow the lead of multilevel policy and legislative change that Black RJ is demanding. We invite those working in intersectional areas and those positioned in RJ-adjacent movements and groups (e.g., environmental justice, reproductive rights, and reproductive health) to push forward the intersecting tenets and priorities from the reproductive justice framework in your own work where possible. Learn more about aligned interests through expanding your own networking and bridging of priorities across areas that add scaffolding for RJ, such as policy around environmental safety and access, improvement in public health indicators related to race, curriculum designed to address educational disparities, and enhanced legal protections for Black communities. We invite you to develop national and local cross-movement agendas. RJ needs different types of involvement and levels of support ranging from lawyers, communications strategists, and researchers to direct service practitioners, advocates, and allies.

Recommendation 4: Increase Investment and Mitigate Funding Gaps

Track resource allotment across the reproductive ecosystem, and increase funding for Black RJ leaders and their organizations. Foundations play a major role in the healing and joy of RJ, which begins with relinquishing funding to Black RJ leaders and their priorities. Philanthropy needs to illuminate funding disparities and ensure equitable support by modeling the development and implementation of tracking and measurement tools for funding awarded to the Black RJ community and encourage their peer funders to do the same. Track on your website the funding awarded to Black-led RJ organizations, and work with organizations that share racialized funding trend data, such as Candid, to provide transparency in support specifically provided to Black RJ leaders. Foundations should support the following: 1) strategic priorities set forth by Black leaders of RJ organizations and movement activists; 2) tangible and intangible needs of Black volunteers and practitioners providing direct services to Black communities; 3) legislative and political efforts that protect and liberate Black folx, and 4) the quest for awareness and curiosity of RJ by supporting Black researchers, academics, and activists. Black RJ leaders need funders to develop strategies that allow for multiyear, general operating funding. There are consequences of having a lack of Black RJ leaders and experts who work in philanthropy. Foundations should hire Black people in leadership positions and empower their Black program officers who work closely with Black RJ grantee partners to activate resources while building a culture of trust-based philanthropy within RJ funding. Use influence to move other funders in this direction.

CONCLUSION

There is a need to get clear about how the sector defines and spreads messaging of reproductive justice. The legacy and historical significance of Black bodies in health care and the legacy of the 12 Black women who coined the term “reproductive justice” are central to building momentum and moving the framework forward in a cohesive manner. RJ is an expansive movement being led by individuals and organizations working on a range of priorities.

Individuals hold a deep commitment to RJ and share reasoning and motivation for continuing to work in this space. People continue working in RJ because of the true intrinsic passion and joy the work brings. There is a desire to rectify past wrongdoings and to create a better future where Black liberation is realized. Working in RJ provides a sense of community for those who find connection around the shared value of creating better conditions for Black women, girls, and gender-expansive folx, thus creating a world where they can live freely and thrive.

There was a call for the sharing of the RJ framework across movements and deeper collaboration within the ecosystem. Community members and change-makers across sectors were invited to come together in support of a shared vision that allows all individuals to thrive and embrace their full humanity. Increasing collaboration between RJ and other movements, such as environmental justice, was stated as integral in supporting progress, leveraging powerful voices, and accelerating efforts to address human rights violations and the world’s ills.

Insights about the ways in which current funding practices inhibited rather than uplifted the creativity, innovation, and expertise of those working in the RJ ecosystem pointed to a need for greater philanthropic accountability. More than anything, funders were called upon to support the work through the provision of funding that sufficiently resources the movement and that includes general operations support and radical funding to allow for innovation.

Participants pointed to the need for healing and joy in RJ and stated that joy and celebration are already being modeled for society. There was a call to others to adopt the RJ framework, to join in the joy of RJ, and to give the movement credit where it is due. RJ has provided the sector with a gift and has asked that others use and value it as the winning strategy that it is. This body of work daylights the realities of Black leaders, sets the stage for continued conversations about the future of RJ, and provides a call to action, envisioning a future RJ ecosystem reflective of healing, joy, and abundance.



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APPENDICES

Appendix A. Core Learning Questions by Data Source

Core Learning Questions (A dark check indicates a key data source; a light check indicates a lower priority.)	Literature Review	Candid	Interviews	Folx CoA	Funders CoA
1. How is RJ defined by Black leaders working in this area?	✓		✓	✓	
2. What motivates Black RJ leaders to work on justice issues?	✓		✓	✓	
3. What workplace conditions are Black RJ leaders facing?	✓		✓	✓	
4. Who is leading RJ efforts?	✓	✓	✓	✓	✓
5. What predictive trends contribute to the support of Black RJ leaders? What diminishes their ability to thrive?	✓		✓		
6. What do Black reproductive leaders need in the post-Dobbs world to thrive?	✓		✓	✓	✓
7. How is this movement funded?	✓	✓	✓	✓	✓
8. What role does healing play in the RJ ecosystem? What about joy?			✓	✓	✓

Appendix B: Pre-Session Survey

Instructions: Please complete the following survey; it should take about 10 minutes. You will be asked to provide personal and professional background information; all of the information collected will be kept anonymous and will only be reported in the aggregate. This information will help KHA learn more about our participants, their experiences, and involvement within the reproductive justice field. Once you complete the form, you will receive a Zoom invitation.

PERSONAL BACKGROUND INFORMATION

We are collecting general demographic and background information to better understand the composition of leaders and participants in this space. This section will ask about postal code, age, gender, and race/ethnicity.

What is your postal code? (Please include below): _____

How old are you? (checkbox):

- Under 18
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65 or over
- Prefer not to provide this information

What is your gender? (checkbox):

- Male/man (could include cisgender men, transgender men, and male-identified individuals)
- Female/woman (could include cisgender women, transgender women, and female-identified individuals)
- Gender nonbinary or gender nonconforming individuals
- Prefer not to provide this information
- Self-describe: _____

What is your race/ethnicity? (Select all that apply)

- American Indian or Alaska Native (e.g., Navajo Nation, Blackfeet Tribe, Mayan, Aztec, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, etc.)
- Asian (including East Asian, South Asian, and Southeast Asian)
- Black or African American (e.g., African American, Jamaican, Haitian, Nigerian, Ethiopian, Somali, etc.)
- Hispanic, Latinx, or Chicanx (e.g., Mexican or Mexican American, Puerto Rican, Cuban, Salvadorian, Dominican, Colombian, another country of Latin American or Spanish origin, etc.)
- Middle Eastern or North African (e.g., Lebanese, Iranian, Egyptian, Syrian, Moroccan, Algerian, etc.)
- Native Hawaiian or Pacific Islander (e.g., Native Hawaiian, Samoan, Chamorro, Tongan, Fijian, Marshallese, etc.)
- White (e.g., German, Irish, English, Italian, Polish, French, etc.)
- Multiple races/ethnicities
- Another race, ethnicity, or origin not on this list: _____
- Prefer not to provide this information

PROFESSIONAL BACKGROUND INFORMATION

To understand the scope of the field and current leadership realities, we are collecting organizational and professional background information. This section will ask about your current organization and your experience within the field.

ORGANIZATIONAL BACKGROUND

What is the name of your organization?

(if you prefer not to include the name, please skip to the next question) _____ (Fill in blank)

What is the type of institution where you work? (Select all that apply)

- Advocacy
- Academic
- Research
- Private practice
- Government
- Legal assistance
- Family planning services
- Nonprofit organization
- Other: _____
- Other: _____
- Other: _____
- Other: _____

To help us understand your areas of experience within the field, please select one or more areas from the following list.

(Select all that apply)

- Abortion
- Adolescents
- Adoption
- Advocacy
- Cervical cancer
- Contraception
- Experimental/research
- Gender equity within reproductive science
- Genetics
- Infertility
- Maternal and perinatal health
- Menopause
- Sexually transmitted and reproductive tract infections
- Sexual health
- Stillbirths
- Violence against women
- Racial equity within reproductive science
- Reproductive justice
- Other: _____
- Other: _____
- Other: _____

PROFESSIONAL EXPERIENCE

How many years have you worked in the reproductive ecosystem?

- Less than 1 year
- 1-4 years
- 5-9 years
- 10-14 years
- 15-19 years
- 20 or more years

Please answer using a scale of 1 to 5, with 1 being “things are not too great” and 5 being “everything is wonderful,” to rate the options in this section.

In general, when you think of your experience and observation of advocates and practitioners doing the work, how do you rate the health of reproductive organizations across the following categories?

- working relationships across organizations

- working relationships within organizations
- working relationships within my racial identity(ies)
- working relationships across racial identity(ies)
- care for individual well-being (e.g., leave policies and practices)
- adequate salary for level of work being asked
- access to professional and leadership development resources
- access to the material resources needed (e.g., proper equipment) to accomplish goals
- access to immaterial resources needed (e.g., counseling and support groups) to accomplish goals
- support systems and networks to address employees' emotional needs
- opportunities for reflection and connection
- celebrating successes

Please include any initial recommendations you have that would ensure a supportive infrastructure for emerging and current leaders. [open-ended]

**Thank you for your willingness to share with us today. We will be in contact soon with a Zoom invitation to your interview.
Please feel free to email xxx@khandassociates.com with any additional comments or questions**

Appendix C: Interview Protocol

Interviewer information:

- Review discovery documents provided prior to interview.
- Complete the following table prior to the interview.

Profile field (Please fill in.)

Interviewer (name) _____

Interviewee (name and role) _____

Organization _____

Email _____

Background information _____

OPENING STATEMENT ~ 5 MINUTES

Good morning/afternoon [based on interviewee's time zone]. I am [Name], and I am a consultant with Keecha Harris and Associates, Inc (KHA), the firm advancing Race, Healing, and Joy: Centering Black Reproductive Justice Leadership. The purpose of the current project is to **clarify experiences of Black reproductive justice (RJ) leaders and identify strategies to improve RJ funding and support for RJ leaders.**

This body of work builds upon the incredible resilience and perseverance of Black RJ activists and practitioners. It seeks to highlight the experiences of Black RJ leaders, identify strategies to improve RJ funding, and imagine new realities for the RJ landscape. Individual inquiry is one method in which KHA is learning more about the lived experiences of Black leaders, funding practices, and anticipatory guidance for the future. We are also analyzing grantmaking data, engaging focus groups, and holding visioning conversations with others who contribute to this space.

Today's interview is part of a series of touchpoints with advocates, practitioners, scholars, and funders across the RJ landscape. We are asking you to share concrete descriptors of the state of the current RJ ecosystem from your vantage point. You will have some time at the end of our conversation to put forward any additional ideas or thoughts you would like to share outside of the interview questions. We will begin with questions about the current landscape and experiences of Black RJ leaders within it and will transition to questions about funding and needed support. We will end by discussing ways in which healing and joy are activated within the RJ landscape.

Our conversation today is expected to last approximately 60 minutes, and you will receive a \$100 stipend for your participation. **What you share today will be incorporated into a set of findings and recommendations. The broader study will be shared with RJ activists and funders more broadly.**

Please note that this interview is being recorded for note-taking purposes and will not be shared with anyone outside of the KHA team of researchers. The findings across all interviews will be part of a larger report that also includes quantitative data as well as data from focus groups.

What you share with me will be reported at the aggregate level. KHA may use quotes from the interviews to highlight themes that emerge in the study. Please be assured that every effort will be taken to maintain your anonymity and that of others interviewed. Please be candid in your responses, and rest assured that what you share will be handled with great care for protecting your identity.

Do you have any questions for me before we get started?

Make sure recording has started.

DEFINING REPRODUCTIVE JUSTICE ~ 16 MINUTES

First, we want to understand more about the state of the RJ landscape. We want to know how Black leaders, like you, define reproductive justice, what motivates you to stay engaged, and what your workplace experience has been like. Let's get started.

1. We are aware of the 1994 definition and framework of RJ coined by SisterSong in addition to their recent visioning for RJ's future. In your own words, how is reproductive justice defined currently?

"Reproductive Justice is a human right to maintain personal bodily autonomy, have children, not have children, and parent the children we have in safe and sustainable communities" (Sister Song, n.d.).

- a. How does reproductive justice go beyond reproductive health?
- b. What role does restorative justice play in RJ?
- c. How is asset-driven power-building used within RJ?
- d. How gender-expansive is the RJ landscape?
- e. How does the "white gaze" impact the ways that RJ is operationalized?

Notes:

2. On a scale of 1 to 5, with 1 being not really and 5 being of highest value, to what extent is a Black-centered framing for reproductive activism still resonant? Why?

Notes:

3. What motivates you to work in RJ?

- a. What are your...
 - i. Personal reasons
 - ii. Historical factors
 - iii. Institutional reasons
 - iv. Systemic influencers
- b. How long have you worked in the RJ space, and how did you initially get engaged? What keeps you engaged?

Notes:

4. We are curious to understand what the day-to-day workplace experiences are of folx like yourself who do this work for a living. What are your work conditions like?

- a. What are some supportive workplace practices? [e.g., community of support, affinity groups, opportunities for professional development]
- b. What are some workplace challenges? [e.g., lack of priority on work/life balance, lack of equitable pay, lack of training/support, overreliance on volunteers]
- c. What is the background of your supervisor, and how do you believe their background impacts the work environment that you operate in?

Notes:

REPRODUCTIVE JUSTICE LEADERSHIP ~ 16 MINUTES

In the next section, I want to hear your take on RJ leadership. I also want to hear your insights on how to best meet the leadership development needs of Black folx in RJ.

5. **On a scale of 1 to 5, with 1 being on critical life support and 5 being thriving, how do you rank the health of the RJ landscape? Why?**
- What does the ecosystem look like? What are the leading issues being raised by RJ groups?
 - What are the leading organizations? Who are the core individuals? What are these organizations and individuals most effective at? What do they need to be better at?
 - What are the enabling conditions for a group to be viewed as effective? What contributes to the diminishment of an organization's reputation over time?
 - What type of organizations are leading RJ efforts? [e.g., nonprofit, for-profit, research, advocacy, legal, communications, geographic region]
 - What type of organizations are most effective at leading RJ efforts?

Notes:

6. **What do you need to support your leadership in the post-Dobbs world?**
- What do you need from other RJ leaders?
 - What do you need from your organization?
 - How do funders need to show up?
 - What is needed from the broader reproductive ecosystem inclusive of reproductive health and rights?

Notes:

FUNDING REPRODUCTIVE JUSTICE ~ 10 MINUTES

I want to take a deep dive into RJ funding dynamics. We are doing some quantitative analyses on funding patterns and trends. I want to hear from you about how you describe the relationships and dynamics associated with RJ funding. In this part of our conversation, tell me how things work from your vantage point.

7. **What efforts have been undertaken to cultivate RJ as a collaborative ecosystem versus a competitive landscape in terms of funding?**
- Who are the go-to grantmakers? Why are they viewed this way?
 - What reproductive funders are known to not support RJ? Why?
 - What does accountability look like between funders and grant-seeking organizations?
 - What is needed to increase accountability? [e.g., transparency and full disclosure?]

Notes:

8. **How are money and power distinguished within RJ? Conflated?**
- What philanthropic practices are needed most?
 - What trust-based philanthropy practices are in place?
 - What role do Black funders play in the funding dynamics?
 - What about white funders?
 - What about Brown funders?

Notes:

HEALING AND JOY IN THE REPRODUCTIVE JUSTICE LANDSCAPE ~ 10 MINUTES

In this last section, let's look at how healing and joy show up currently and your vision for an RJ movement that prioritizes these values. There will also be some time to discuss actionable steps to move the sector forward.

9. What role does healing play in RJ? What about joy?

- a. What are some examples of healing and joy practices you have taken part in?
- b. Fast forward to 2033, what would RJ healing and joy look like?
- c. How can more opportunities for healing and joy be created?
 - i. What can other RJ leaders do to create healing and joy within RJ?
 - ii. What can your organization do?
 - iii. How can funders be accountable?
 - iv. How should the sector at large be involved?

Notes:

CLOSING ~ 3 MINUTES

That brings us to the end of the interview. Thank you for your time today.

10. Is there anything else you would like to share with me before we close?

- a. For the purpose of the honorarium, would you please confirm that your email address is [email address from top of protocol]?

Notes:

Thank you again for your time. Your insight is very helpful in describing the current state of the landscape, challenges, and strengths of the RJ sector. Your feedback will help inform future efforts to advance the next stages of the development of RJ, with an emphasis on Black RJ leadership. If you would like to learn more about the Race, Healing, and Joy project, we would be pleased to keep you on our communications list.

Post-interview checklist.

- 1) *Clean up the interview (e.g., expand any shorthand, complete sentences, highlight potential quotes).*
- 2) *Include any reflections and questions for the project team in the space below.*

Notes:

[If the participant has questions not addressed in protocol and/or discovery documents, please record their questions in the note box at the end of the protocol, and let them know that a KHA team member will be in touch. Additionally, please let them know that they may reach out to xxx@khandassociates.com or xxx@khandassociates.com with any questions and/or concerns.]

Appendix D. Folx Circle of Accountability Protocol

RUN OF SHOW | APRIL 17, 2023 2:30PM CT/3:30PM ET

UP TO 15 MINUTES PRIOR TO START

KHA staff/ facilitators

- Call in/log into Zoom – Use phone audio instead of computer audio to reduce chance of disruption.
Post 10 minutes prior to start
 - Sound check
 - Tech back-up plans/reminders
 - Test polls
 - Slide deck
-

3:30-3:33 PM

Check-in question

Please answer the following question:
What was your first wage-earning job?

Slide 1: Welcome

Place check-in question in the chat:

What was your first wage-earning job?

3:33-3:45 PM (15 minutes)

Welcome | Keecha

Good afternoon, and welcome to today's session.

Slide 2: Introductions

I am Keecha Harris, and I am joined today by my colleagues: Reagan Williams as co-facilitator; LaShawn Yates, who will assist us with tech; and Sierra Fernandez, who will help with data collection. Thank you for agreeing to contribute to a small group conversation about your experiences in reproductive justice.

Some of you may be familiar with each other. For the sake of level-setting, let's get all of our voices into the space. Please take a moment to introduce yourselves by sharing:

Your name, pronouns, and a phrase or song that depicts your "why" for working in reproductive justice.

Place in chat: Please share your name, pronouns, and a phrase or song that depicts your "why" for working in RJ.

I will model.... *[facilitator to model and pass to other KHA representatives, then others until all have shared.]*

I want to express again our appreciation for your time today and for your willingness to participate in this Circle of Accountability.

Through the Race, Healing, and Joy initiative, we center the experiences of Black RJ leaders, like yourselves, and are inviting funders into the work. We seek to build upon your insights to inform and shape our call to action.

Slide 3: Timeline

I'd like to draw your attention to this timeline of project activities so that you have some additional clarity about how our conversation informs this body of work. Today's conversation is one of two group discussions about the RJ landscape. The

other one occurred last Monday with Funders. We were initially slated to have three conversations, one of which would have been a Directors Circle. However, we did not generate enough interest among a broad enough group of portfolio directors to host that conversation. But it may be an opportunity in the future. We are also conducting a series of interviews with Black RJ leaders and an analysis of grantmaking patterns using Candid data. Our findings will be shared in a report to the broader ecosystem.

We will bring the two Circles of Accountability together in June to engage in a visionary process that centers healing and joy as central for reenvisioning the RJ landscape.

This will also be a time to collect initial inputs on possible next steps to further support Black RJ leadership. We will also collect inputs through a webinar and through solidarity circles later in the summer as well as host a podcast about the implications of this work.

As a reminder, KHA is providing a stipend for your participation for up to \$3,000 depending on your level of participation. We will also cover your travel up to \$1,200. We will reserve your hotel room and leave air travel and ground transportation up to you. More details will be forthcoming about June logistics.

As we begin our conversation, I'd like to let you know that this session will be recorded for the purpose of data collection – no one outside of the KHA team will have access to the recording. We will keep your individual contributions to this conversation anonymous. Your names and organizations will not be tied to anything you share here.

We also want to point out that the type of setting created for this Circle of Accountability can elicit emotion, especially for you as participants. That's okay. We are here to listen to one another and offer space for daylighting the realities of working in RJ.

With that said, I want to transition us into a set of agreements that can help us to navigate today's conversation and the feelings it may elicit. My colleague Reagan will walk us through these agreements.

3:45-3:55 PM (10 minutes)

Community agreements and questions | Reagan

KHA always likes to start sessions by grounding our work together via a set of touchstone agreements. I'd like to review them here at a high level, with a couple of specifics highlighted that I think are relevant for today's conversation.

Slide 4: Community agreements – high-level slide

I want to get your voices into this space more and move us into shared ownership. *Can I please get a volunteer to read the first statement, then pass to someone else?*

- ***Give and receive welcome.*** People learn best in hospitable spaces. In this circle, we support each other's learning by giving and receiving hospitality.
- ***Be present as fully as possible.*** Be here with your doubts, fears, and failings as well as your convictions, joys, and successes, your listening as well as your speaking.
- ***What is offered in the circle is by invitation, not demand.*** This is not a "share or die" event! Do whatever your soul calls for, and know that you do it with our support. Your soul knows your needs better than we do.
- ***Speak your truth in ways that respect other people's truth.*** Our views of reality may differ, but speaking one's truth in a circle of trust does not mean interpreting, correcting, or debating what others say. Speak from your center to the center of the circle, using "I" statements, trusting people to do their own sifting and winnowing.

- **No fixing, saving, advising, or correcting each other.** This is one of the hardest guidelines for those of us who like to “help.” But it is vital to welcoming the soul, to making space for the inner teacher.
- **Learn to respond to others with honest, open questions.** Do not respond with counsel or corrections. Using honest, open questions helps us “hear each other into deeper speech.”
- **When the going gets rough, turn to wonder.** Turn from reaction and judgment to wonder and compassionate inquiry. Ask yourself, “I wonder why they feel/think this way” or “I wonder what my reaction teaches me about myself.” Set aside judgment to listen to others – and to yourself – more deeply.
- **Attend to your own inner teacher.** We learn from others, of course. But as we explore poems, stories, questions, and silence in a circle of trust, we have a special opportunity to learn from within. So pay close attention to your own reactions and responses, to your most important teacher.
- **Trust and learn from the silence.** Silence is a gift in our noisy world and a way of knowing in itself. Treat silence as a member of the group. After someone has spoken, take time to reflect without immediately filling the space with words.
- **Observe deep confidentiality.** Safety is built when we can trust that our words and stories will remain with the people with whom we choose to share and are not repeated to others without our permission.

Now please type in the chat the agreement that resonates with you today.

Place in chat after the agreements have been read: All faces in the square What agreement resonates with you?

Is there anything missing here?

Can we agree upon these statements? (Probe for a verbal yes or thumbs-up emoji.)

3:55-4:00 PM (5 minutes)

Purpose and agenda | Reagan

Slide 5: Purpose

As part of the RJ community, you all have many points of interconnectivity, with a number of you having participated in various other conversations that are at the nexus of Blackness, leadership, and the reproductive ecosystem, broadly. The purpose of this conversation is to be additive in ways that support the broader network of people working in the RJ ecosystem. There is a resounding request that joy and healing be centralized as gateways for the future of RJ. So we are holding this conversation to reinforce the mutuality among you all and to activate new possibilities for the landscape through deeper accountability.

Through the development of Circles of Accountability, this body of work centers the lived experiences of those closest to the issue. It builds upon the resilience and perseverance of activists and draws upon your insights to inform and shape our call to action. Today’s conversation, like the one with Funders, will spark new dimensions of accountability through examining your collective experiences. We will more fully live into the accountability, joy, and healing aspects of this work when we are together, in person, in a couple of months.

Slide 6: High-level agenda

Does anyone have questions in general about the purpose of this session?

Here is an overview of our agenda today.

We are framing our time together as a dialogue to hear from each of you about your insights, reflections, and dreams for the future. We encourage you to be forthcoming about what’s working and what needs to be changed.

Put up Jamboard

We are delighted to see so many of you show up today – this is a strong signal of your collective appetite to bring about change. Because we have such a large group and want to collect as many impressions as possible, we are going to maximize our time together by offering a Jamboard for you to add any thoughts that you might not get to verbalize. We will use a Jamboard workspace to allow you to comment or ask questions in anonymity. Please feel free to include your insights verbally and/or through this tool. To create a note in Jamboard, click the icon on the left that looks like a sticky note, then begin writing under the questions. We will take what we hear as well as what you share in Jamboard to inform this work.

4:00-4:55 PM (55 MINUTES)

Keecha

Slide 7: Questions

Over the next 55 minutes, we'll talk through a series of questions, and my colleague Sierra will be taking notes. A link to Jamboard has been placed in the chat for you to view as we proceed in the conversation.

Link in chat Jamboard: [link]

First, we want to understand more about the state of the RJ landscape. We want to know how Black leaders, like you, define reproductive justice, what motivates you to stay engaged, and what your workplace experience has been like. Let's get started.

(~20 minutes)

Slide 8: RJ Definition

- 1. We are aware of the 1994 definition and framework of reproductive justice coined by SisterSong in addition to their recent visioning for RJ's future. In your own words...**
 - a. How does reproductive justice go beyond reproductive health?
 - b. What role does restorative justice play in RJ?
 - c. How is asset-driven power-building used within RJ?
 - d. How gender-expansive is the RJ landscape?
 - e. How does the "white gaze" impact the ways that RJ is operationalized?

Zoom Poll: Question 1, scale 1 to 5 poll

Put bold part questions in chat as facilitator moves through

- 2. On a scale of 1 to 5, with 1 being not really and 5 being of highest value, to what extent is a Black-centered framing for reproductive justice still resonant? Why?**

Zoom Poll: Question 2, scale 1 to 5 poll

- 3. What motivates you to work in RJ?**

- a. What are your...
 - i. Personal reasons
 - ii. Historical factors
 - iii. Institutional reasons
 - iv. Systemic influencers
- b. How long have you worked in the RJ space, and how did you initially get engaged? What keeps you engaged?

- 4. We are curious to understand what the day-to-day workplace experiences are of folx like yourself who do this work for a living. What are your work conditions like?**

- a. What are some supportive workplace practices? [e.g., community of support, affinity groups, opportunities for professional development]
- b. What are some workplace challenges? [e.g., lack of priority on work/life balance, lack of equitable pay, lack of training/support, overreliance on volunteers]
- c. What is your supervisor's background, and how do you believe their background impacts the work environment that you operate in?

(~20 minutes)

In the next section, I want to hear your take on RJ leadership. I also want to hear your insights on how to best meet the leadership development needs of Black folx in RJ.

- 5. On a scale of 1 to 5, with 1 being on critical life support and 5 being thriving, how do you rank the health of the RJ landscape? Why?**
 - a. What does the landscape look like? What are the leading issues being raised by RJ groups?
 - b. What are the leading organizations? Core individuals? What are these organizations and individuals most effective at? What do they need to be better at?
 - c. What are the enabling conditions for a group to be viewed as effective? What contributes to the diminishment of an organization's reputation over time?
 - d. What type of organizations are leading RJ efforts? [e.g., nonprofit, for-profit, research, advocacy, legal, communications, geographic region]
 - e. What type of organizations are most effective at leading RJ efforts?
- 6. What do you need to support your leadership in the post-Dobbs world?**
 - a. What do you need from other RJ leaders?
 - b. What do you need from your organization?
 - c. How do funders need to show up?
 - d. What is needed from the broader reproductive ecosystem, inclusive of reproductive health and rights?

(~15 minutes)

I want to take a deep dive into RJ funding dynamics. We are doing some quantitative analyses on funding patterns and trends. I want to hear from you about how you describe the relationships and dynamics associated with RJ funding. In this part of our conversation, tell me how things work from your vantage point.

- 7. What efforts have been undertaken to cultivate RJ as a collaborative ecosystem versus a competitive landscape in terms of funding?**
 - a. Who are the go-to grantmakers? Why are they viewed this way?
 - b. What reproductive funders are known to not support RJ? Why?
 - c. What does accountability look like between funders and grant-seeking organizations?
 - i. What is needed to increase accountability? [e.g., transparency and full disclosure]
- 8. How are money and power distinguished within RJ? Conflated? (question not prioritized)**
 - a. What philanthropic practices are needed most?
 - b. What trust-based philanthropy practices are in place?
 - c. What role do Black funders play in the funding dynamics?

- i. What about white funders?
- ii. What about Brown funders?

Let's move into an Afro-futuristic mindset in the next section:

9. What role does healing play in the RJ ecosystem? What about joy?

- a. What examples of healing and joy have you seen?
- b. What would you like to see?
- c. How can the RJ ecosystem create more opportunities for healing and joy?
 - i. What can other RJ leaders do to create healing and joy within RJ?
 - ii. What can your organization do?
 - iii. How can funders be accountable for supporting healing and joy?
 - iv. How should the sector at large be involved?

10. Thank you for offering what you have offered within the circle. Is there anything else you would like to share before we close?

4:55-5:00 PM (5 minutes)

Wrap-up | Reagan

NO SLIDE

Let's take a moment as we close to share appreciation for one another. Who today said something that helped your thinking? Please make it specific to the person and to our conversation today. The person receiving it is only to say "thank you" in return. *Facilitator models appreciation and then invites others to do the same.*

Appreciations and closing

Evaluation link

Last, you will each receive a short evaluation of this session that we would greatly appreciate you completing. This will help us understand what worked and what we can do to improve these sessions. This will also allow you to contribute any additional content that you would still like to share.

Please feel free to email xxx@khandassociates.com with any additional comments or questions.

Again, thank you for your participation and candid conversation. Please feel free to email xxx@khandassociates.com with any additional comments or questions.

We hope you have a great day/week!

Appendix E. Funders Circle of Accountability Protocol

RUN OF SHOW | APRIL 10, 2023 3:30PM CT /4:30PM ET

UP TO 15 MINUTES PRIOR TO START

KHA staff/ facilitators

- Call in/log into Zoom – Use phone audio instead of computer audio to reduce chance of disruption.
Post 10 minutes prior to start Slide 1: Welcome
 - Sound check
 - Tech back-up plans/reminders
 - Confirm breakout rooms
 - Test polls
 - Slide deck
-

START AT 3 MINUTES PRIOR TO START TIME AND END AT 3 MINUTES AFTER START TIME

Facilitators

Please answer the following question:
What was your first wage-earning job?

Slide 1: Welcome/Answer Now

Place check-in question in the chat:

What was your first wage-earning job?

Facilitator verbally welcomes participants into the space as Funders join.

3:33-3:45 PM (12 minutes)

Welcome | Keecha

Good afternoon, and welcome to today's session.

Slide 2: Introductions

I am Keecha Harris, and I am joined today by my colleagues: Reagan Williams as co-facilitator; LaShawn Yates, who will assist us with tech; and Sierra Fernandez, who will help with data collection. Thank you for agreeing to contribute to a small group conversation about your experiences in reproductive justice.

Some of you may be familiar with each other. For the sake of level-setting, let's get all of our voices into the space. Please take a moment to introduce yourselves by sharing:

Your name, pronouns, and a phrase or song that depicts your "why" for working in reproductive justice.

Place in chat: Please share your name, pronouns, and a phrase or song that depicts your "why" for working in R.J.

I will model.... *[facilitator to model and pass to other KHA representatives, then others until all have shared.]*

I want to express again our appreciation for your time today and for your willingness to participate in this Circle of Accountability.

Through the Race, Healing, and Joy initiative, we center the experiences of Black RJ leaders, like yourselves, and are inviting funders into the work. We seek to build upon your insights to inform and shape our call to action.

Slide 3: Timeline

I'd like to draw your attention to this timeline of project activities so that you have some additional clarity about how our conversation informs this body of work. Today's conversation is one of two group discussions about the RJ landscape. The second one will occur next Monday with RJ practitioners or Folx. We are also conducting a series of interviews with Black RJ leaders and an analysis of grantmaking patterns using Candid data. Our findings will be shared in a report to the broader ecosystem after we get input from the Folx Circle of Accountability and you as Funders who are a part of a Circle of Accountability. We will bring the two Circles of Accountability together in June to engage in a visionary process that centers healing and joy as central for reenvisioning the RJ landscape. More details are forthcoming about June logistics. This will also be a time to collect initial inputs on and possible next steps to further support Black RJ Leaders. We will also collect inputs through a webinar and solidarity circles later in the summer as well as host a podcast about the implications of this work.

As we begin our conversation, I'd like to let you know that this session will be recorded for the purpose of data collection – no one outside of the KHA team will have access to the recording. The insights that you share as a collective will be a part of the larger report that I mentioned; the report will include data from the accountability circles, interviews, and Candid. We will keep your individual contributions to this conversation anonymous. Your names and organizations will not be tied to anything you share here.

We also want to point out that the type of setting created for this Circle of Accountability can elicit emotion, especially for participants. That's okay. We are here to listen to one another and offer space for daylighting the realities of working in RJ.

With that said, I want to move us into a set of agreements that can help us to navigate today's conversation and the feelings it may elicit.

3:45-3:55 PM (10 minutes)

Community agreements and questions | Reagan

KHA always likes to start sessions by grounding our work together via a set of touchstone agreements. I'd like to review them here at a high level, with a couple of specifics highlighted that I think are relevant for today's conversation.

Slide 4: Community agreements – high-level slide

I want to get your voices into this space more and move us into shared ownership. *Can I please get a volunteer to read the first statement, then pass to someone else?*

- **Give and receive welcome.** People learn best in hospitable spaces. In this circle, we support each other's learning by giving and receiving hospitality.
- **Be present as fully as possible.** Be here with your doubts, fears, and failings as well as your convictions, joys, and successes, your listening as well as your speaking.
- **What is offered in the circle is by invitation, not demand.** This is not a "share or die" event! Do whatever your soul calls for, and know that you do it with our support. Your soul knows your needs better than we do.
- **Speak your truth in ways that respect other people's truth.** Our views of reality may differ, but speaking one's truth in a circle of trust does not mean interpreting, correcting, or debating what others say. Speak from your center to the center of the circle, using "I" statements, trusting people to do their own sifting and winnowing.
- **No fixing, saving, advising, or correcting each other.** This is one of the hardest guidelines for those of us who like to "help." But it is vital to welcoming the soul, to making space for the inner teacher.
- **Learn to respond to others with honest, open questions.** Do not respond with counsel or corrections. Using honest, open questions helps us "hear each other into deeper speech."

- **When the going gets rough, turn to wonder.** Turn from reaction and judgment to wonder and compassionate inquiry. Ask yourself, “I wonder why they feel/think this way” or “I wonder what my reaction teaches me about myself.” Set aside judgment to listen to others – and to yourself – more deeply.
- **Attend to your own inner teacher.** We learn from others, of course. But as we explore poems, stories, questions, and silence in a circle of trust, we have a special opportunity to learn from within. So pay close attention to your own reactions and responses, to your most important teacher.
- **Trust and learn from the silence.** Silence is a gift in our noisy world and a way of knowing in itself. Treat silence as a member of the group. After someone has spoken, take time to reflect without immediately filling the space with words.
- **Observe deep confidentiality.** Safety is built when we can trust that our words and stories will remain with the people with whom we choose to share and are not repeated to others without our permission.

Now please type in the chat the agreement that resonates with you today.

Place in chat: What agreement resonates with you?

Is there anything missing here?

Can we agree upon these statements? (Probe for a verbal yes or thumbs-up emoji.)

3:55-4:00 PM (5 minutes)

Purpose and agenda | Reagan

Slide 5: Purpose

As a funder community, you all have many points of interconnectivity, with a number of you having participated in various other conversations that are at the nexus of Blackness, leadership, and the reproductive ecosystem broadly. The purpose of this conversation is to be additive in ways that support the broader network of people supporting RJ. There is a resounding request that joy and healing be centralized as gateways for the future of RJ. So we are holding this conversation to reinforce the mutuality among you all and to activate new possibilities for the landscape through deeper accountability.

Today's conversation is one of two Circles of Accountability that are being held. KHA is convening you as a group of funders, in addition to advocates and practitioners, with the goal of creating an overarching Community of Accountability and support. We were initially slated to have three conversations, one of which would have been a Directors Circle, but we did not generate enough interest among a broad enough group of portfolio directors to host that conversation at this time. But it may be an opportunity in the future.

Through the development of Circles of Accountability, this body of work centers the lived experiences of those closest to the work. It builds upon the resilience and perseverance of activists and draws upon your insights to inform and shape our call to action. Today's conversation, like the forthcoming one with activists, will spark new dimensions of accountability through examining your collective experiences. We will more fully live into the accountability, joy, and healing aspects of this work when we are together, in person, in a couple of months.

Here is an overview of our agenda today.

Slide 6: High-level agenda

We are framing our time together as a dialogue to hear from each of you about your insights, reflections, and dreams for the future. We encourage you to be forthcoming about what's working and what needs to be changed.

[Applies if we have 8 or more external participants:

We are delighted to see so many of you show up today – this is a strong signal of your collective appetite to bring about change. Because we have such a large group and want to collect as many impressions as possible, we are going to maximize our time together by offering a Jamboard for you to add any thoughts that you might not get to verbalize. We will use a Jamboard workspace to allow you to comment or ask questions in anonymity. Please feel free to include your insights verbally and/or through this tool. To create a note in Jamboard, click the icon on the left that looks like a sticky note and begin writing under the questions. We will take what we hear as well as what you share in Jamboard to inform this work.]

Does anyone have questions in general about the purpose of this session?

4:00-4:55 PM (55 MINUTES)

Keecha

Zoom Poll: Question 1, scale 1 to 5 poll

Over the next 55 minutes, we'll talk through a series of questions, and my colleague will be taking notes. In the first section, we'll talk about leadership in the RJ space. Questions will focus on leadership of these efforts and what Black leaders may need in this space. We'll also discuss ways to advocate for Black RJ leader needs when there is limited support for RJ.

(~20 minutes)

Link in chat Jamboard: [link]

- 1. On a scale of 1 to 5, with 1 being on critical life support and 5 being thriving, how do you rank the health of the RJ landscape? Why?**
 - a. What does the landscape look like? What are the leading issues being raised by RJ groups?
 - b. What are the leading organizations? Who are the core individuals? What are these organizations and individuals most effective at? What do they need to be better at?
 - c. What are the enabling conditions for a group to be viewed as effective? What contributes to the diminishment of an organization's reputation over time?
 - d. What type of organizations are leading RJ efforts? *[e.g., nonprofit, for-profit, research, advocacy, legal, communications, geographic region]* (question not prioritized)
 - e. What type of organizations are most effective at leading RJ efforts?

- 2. What do you need to support your own leadership in the post-Dobbs world?**
 - a. What do you need from other funders like yourselves?
 - b. What do you need from your organization?
 - c. How do RJ leaders need to show up?
 - d. What is needed from the broader reproductive ecosystem, inclusive of reproductive health and rights?

(~20 minutes)

I want to take a deep dive into RJ funding dynamics. We are doing some quantitative analyses on funding patterns and trends. I want to hear from you about how you describe the relationships and dynamics associated with RJ funding. In this part of our conversation, tell us how things work from your vantage point.

- 3. What efforts have been undertaken to cultivate RJ as a collaborative ecosystem versus a competitive landscape in terms of funding?**
 - a. Who are the go-to grantmakers? Why are they viewed this way?
 - b. What reproductive funders are known to not support RJ? Why?

- c. What does accountability look like between funders and grant-seeking organizations?
 - i. What is needed to increase accountability? [e.g., transparency and full disclosure]

4. How are money and power distinguished within RJ? Conflated?

- a. What trust-based philanthropy practices are in place? What other philanthropic practices are in place to support RJ?
- b. What role do Black funders play in the funding dynamics?
 - i. What about white funders?
 - ii. What about Brown funders?

5. Each of you has job responsibilities for funding RJ as a part of your portfolio. How do you navigate internal dynamics to align your foundation's priorities with the expressed needs of RJ?

- a. How aligned is what your organization wants to support in RJ with what the ecosystem feels that it needs?
- b. What strategies do you use to advance requests that are clear-cut internal sales?
- c. What types of resistance do you face?

(~15 minutes)

Let's move into an Afro-futuristic mindset in the next section.

6. What role does healing play in the RJ ecosystem? What about joy?

- a. What examples of healing and joy have you seen?
- b. What would you like to see?
- c. How can the RJ ecosystem create more opportunities for healing and joy?
 - i. What can other RJ leaders do to create healing and joy within RJ?
 - ii. What can your organization do?
 - iii. How can funders be accountable for supporting healing and joy?
 - iv. How should the sector at large be involved?

7. Thank you for offering what you have within the circle. Is there anything else you would like to share before we close?

4:55-5:00 PM (5 minutes)

Wrap-up | Reagan

NO SLIDE

Let's take a moment as we close to share appreciation for one another. Who today said something that helped your thinking? Please make it specific to the person and to our conversation today. The person receiving it is only to say "thank you" in return. *Facilitator models appreciation and then invites others to do the same.*

Appreciations and closing

Evaluation link

Last, you will each receive a short evaluation of this session that we would greatly appreciate you completing. This will help us understand what worked and what we can do to improve these sessions. This will also allow you to contribute any additional content that you would still like to share.

Again, thank you for your participation and candid conversation. Please feel free to email xxx@khandassociates.com with any additional comments or questions.

Please feel free to email xxx@khandassociates.com with any additional comments or questions.

We hope you have a great day/week!

Appendix F. Post-Session Survey

Thank you for participating in today's Circle of Accountability. We appreciate your feedback and invite you to complete the following survey. All responses will be kept anonymous and will be used to improve future sessions.

Which session did you participate in? (Please select one.)

- Folx Circle of Accountability (CoA)
- Funders Circle of Accountability (CoA)

What was the most meaningful aspect of today's session?

Which concepts are you interested in exploring on a deeper level?

Do you have any additional recommendations for support needed to improve working conditions in the reproductive justice ecosystem?

How could today's session have been improved?

Is there anything else you would like to share?

