Speaker 1:

The Disability & Philanthropy Forum presents Ryan Easterly, executive director at the WITH Foundation.

Ryan Easterly:

I think it's important to acknowledge that WITH and many other foundations that are veterans in this journey, we're all still in the journey. There are things we're still learning every day. In the case of WITH, there are ways in which we're evolving our reporting mechanisms to allow for organizations to submit the reports via video and audio links. Because some folks, typing takes a while. So looking for multiple ways for us to hear that information from organizations when it comes to reporting, looking for ways to have those intentional conversations around, how can the money we're providing support you in providing accommodations?

Ryan Easterly:

How can it support you in providing for access needs? How can it help you in succession planning? Because we also know, for organizations that are disabled-led or led by people with disabilities, that many of the leadership, as it stands now, come from places of privilege. So they often can accept lower wages because they have other means or other sources of revenue. So how can we support them in making sure in their succession planning that they're providing an equitable wage, so that individuals from backgrounds with fewer resources can end up within leadership, can end up working for those organizations? So it's having those intentional conversations with the grantees while continuing to have conversations with our grantees and with the communities to say, "How can we do better?"

Speaker 1:

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