Grow Your Own: Elevating BIPOC Staff via Grantwriting

Presented by:
Tiffany Dykes
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• About Us
• The Importance of Lived Experience
• A Gateway to Multiple Career Paths and Influence
• Reskilling and Resiliency
• Developing Your Talent
About Us

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The Importance of Lived Experience
A Gateway to Multiple Career Paths and Power
Access to Networks

Wealthy individuals and institutions

Private-sector opportunities

Entrepreneurship
Reskilling and Resiliency
A Lack of Resilience is Costly

• High turnover rate
• Competition to hire is high
• Stretched staff = less funding
• Inexperienced staff = serious errors
The Data

88% of employees say it is important to them to get workplace training on hard skills.

Employees with internal moves are 75% more likely to stay after 2 years (LinkedIn 2022).

57% of Black employees define DEI as employer investment in development/advancement of employees (EY 2022).
Developing Your Talent
Identify employees with transferrable skills
- Good foundation in writing
- Project management
- Basic financial acumen

Identify employees with strengths
- Commitment to the mission
- Detailed-oriented
- Fast paced environment

Identify staff coach

Start with a relevant project

Access outside resources
- MCN Trainings
- Grants Professional Association
Resources

1. MCN Resources https://www.minnesotanonprofits.org/resources-tools
2. Grants Professional Association https://grantprofessionals.org/default.aspx#
3. Association of Fundraising Professionals https://afpglobal.org/
4. Centering Community Voice Toolkit
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Thank you!