

Grow Your Own: Elevating BIPOC Staff via Grantwriting

Presented by:

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TIKKUN
GRANT ADVANCEMENT



Agenda

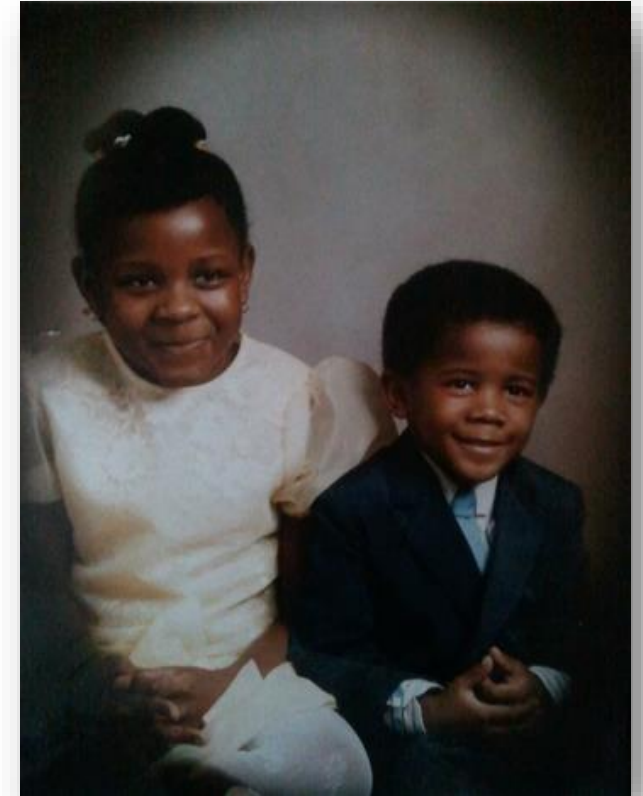
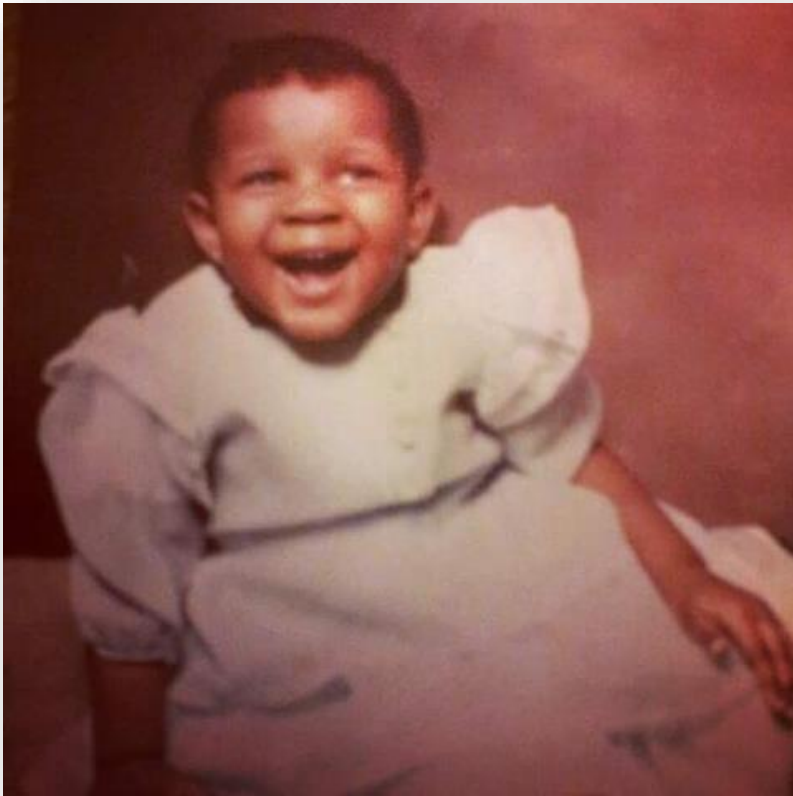
- About Us
- The Importance of Lived Experience
- A Gateway to Multiple Career Paths and Influence
- Reskilling and Resiliency
- Developing Your Talent

About Us

Tiffany Dykes

Principal, TM Dykes Consulting

Senior Writer, Tikkun Grant Advancement



About Us

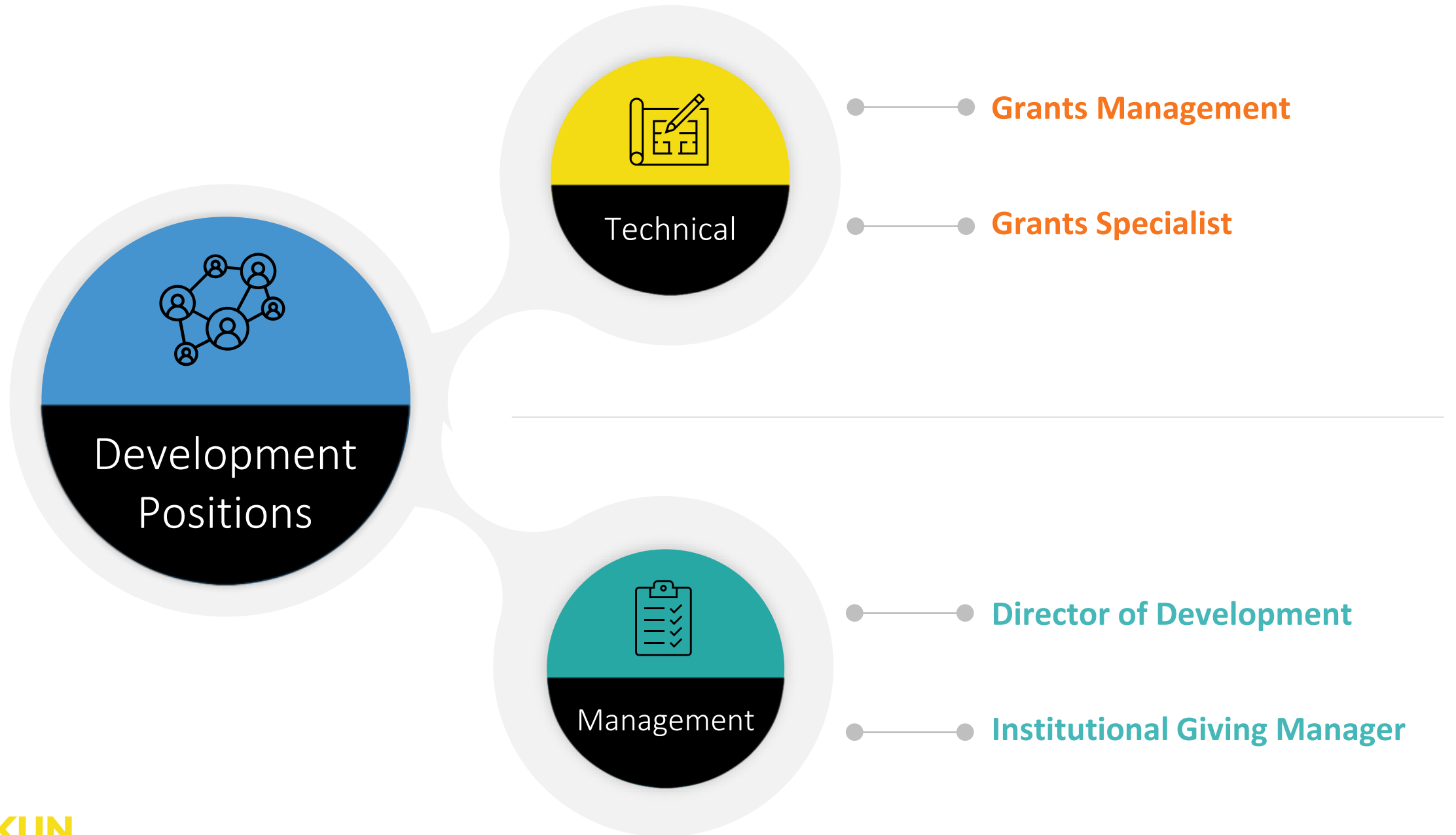
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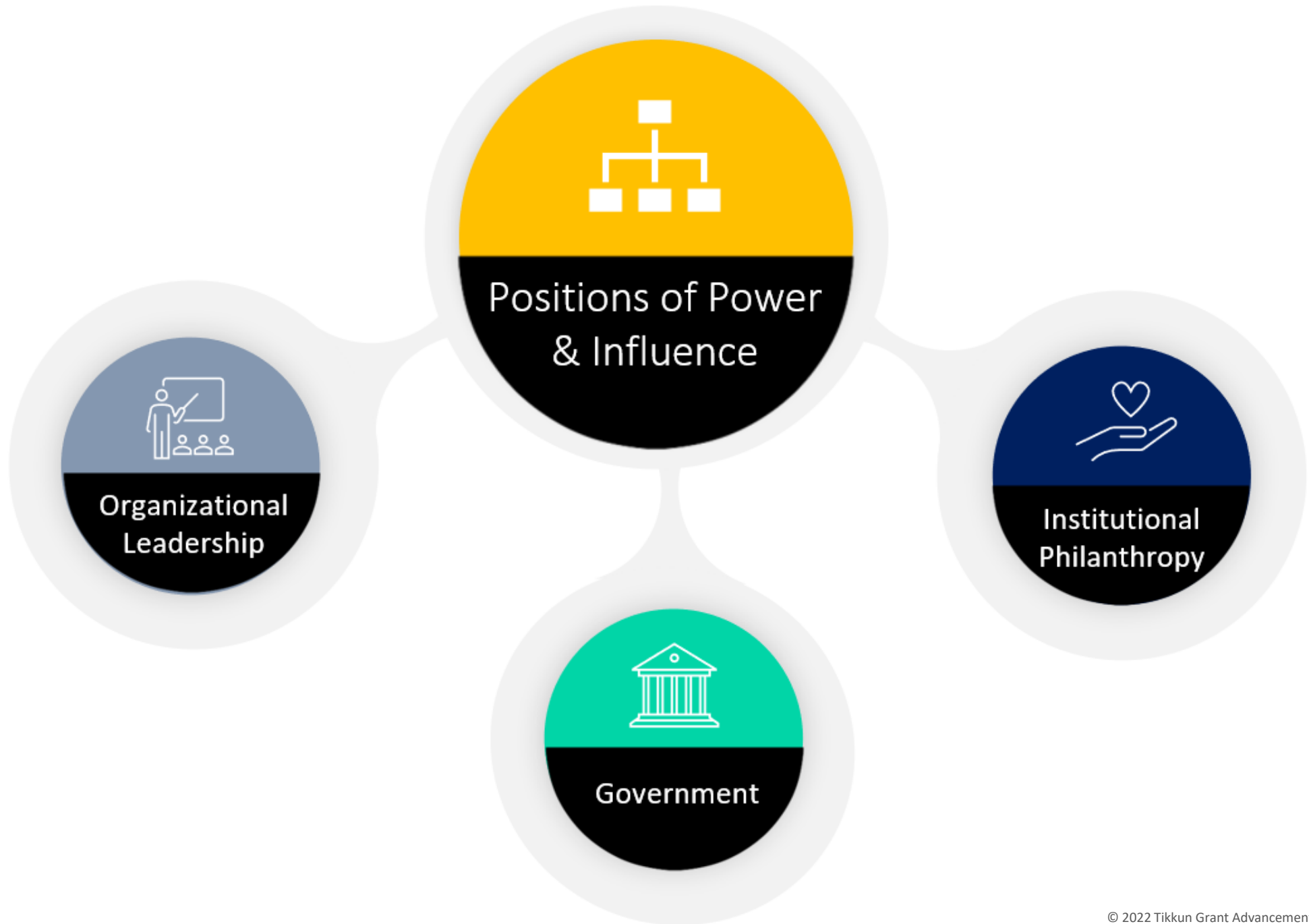




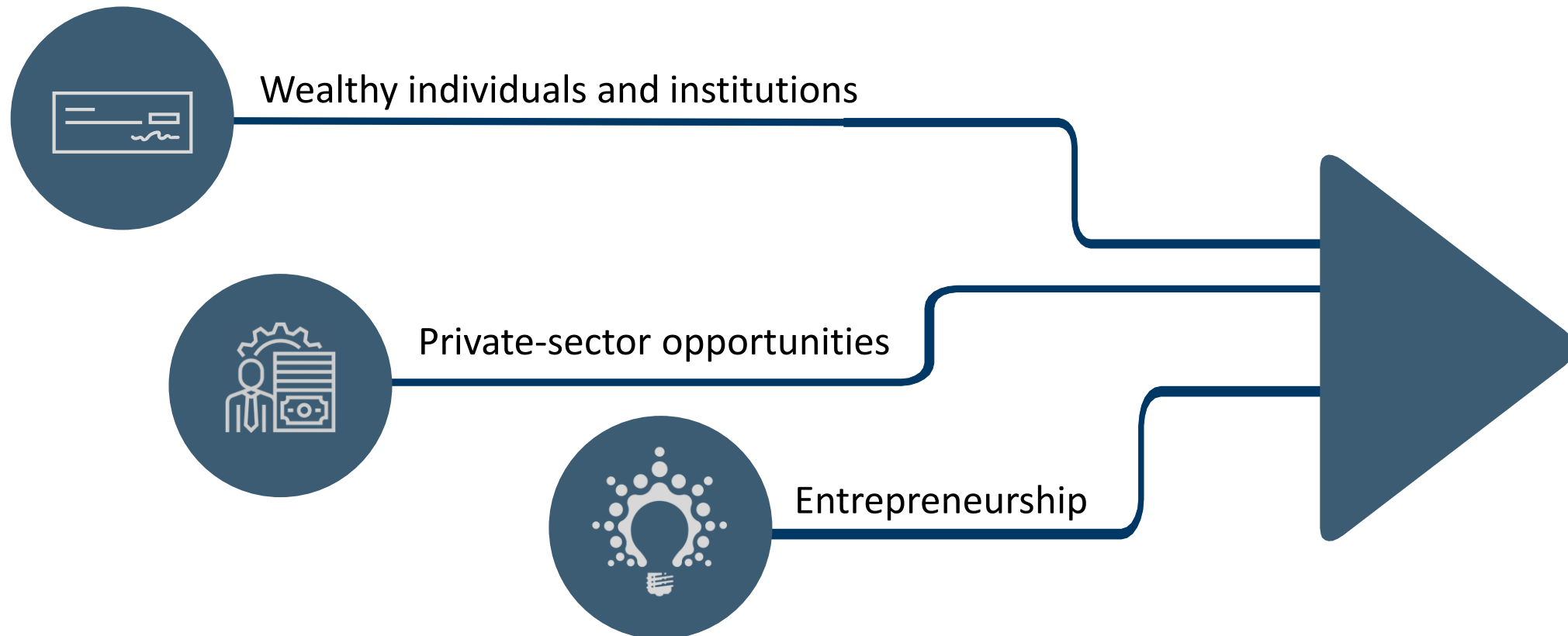
The Importance of Lived Experience

A Gateway to Multiple Career Paths and Power





Access to Networks



Reskilling and Resiliency

A Lack of Resilience is Costly

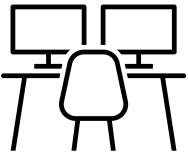
- High turnover rate
- Competition to hire is high
- Stretched staff = less funding
- Inexperienced staff = serious errors



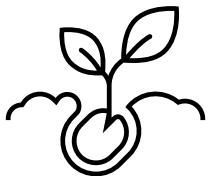
The Data



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

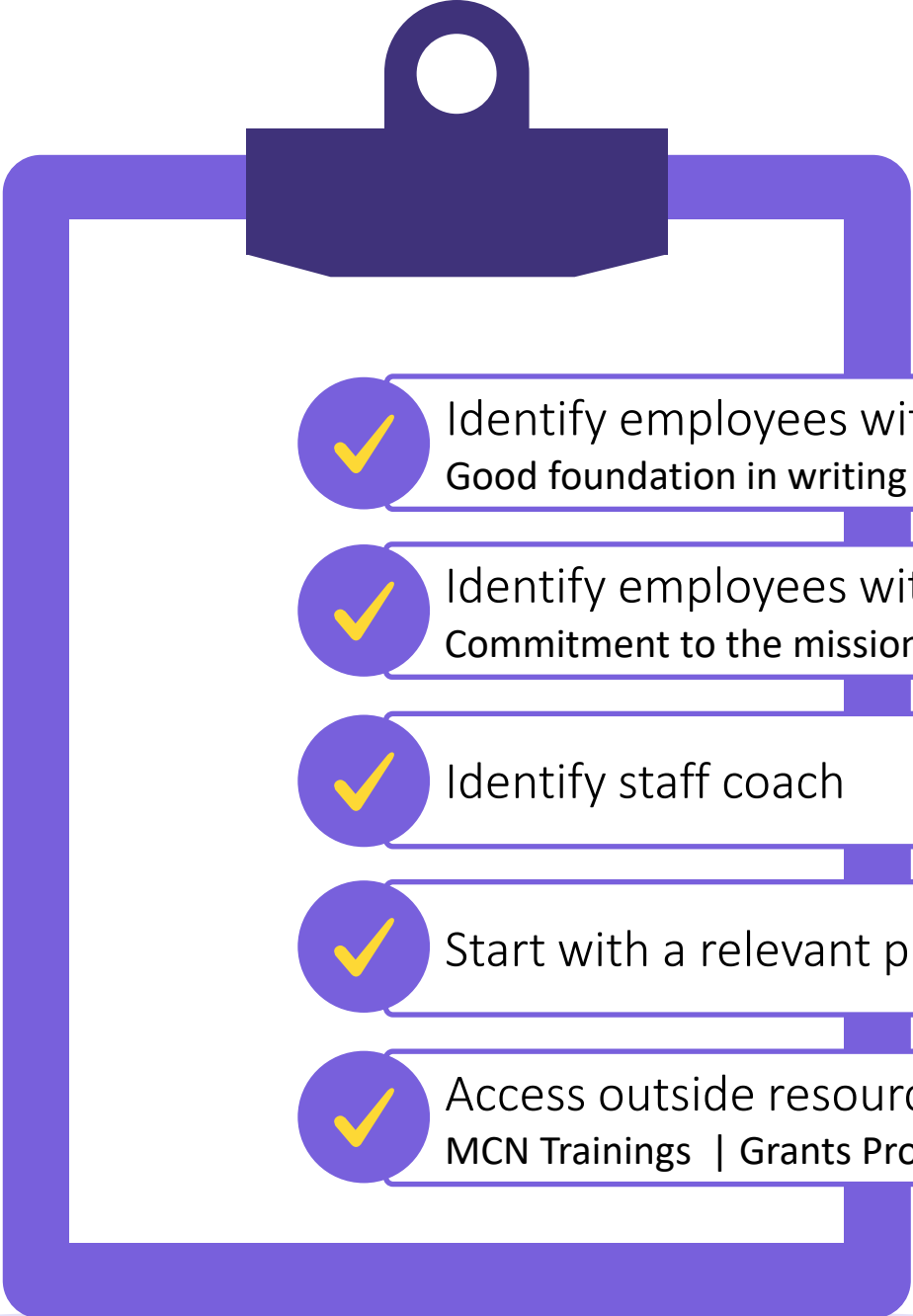


Employees with internal moves are **75% more likely to stay** after 2 years (LinkedIn 2022)



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!

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