

#METOO IN NONPROFIT DEVELOPMENT



National Capital
Gift Planning Council

Doug White
September 12, 2018

WHAT'S HAPPENING HERE?



From Here to Eternity



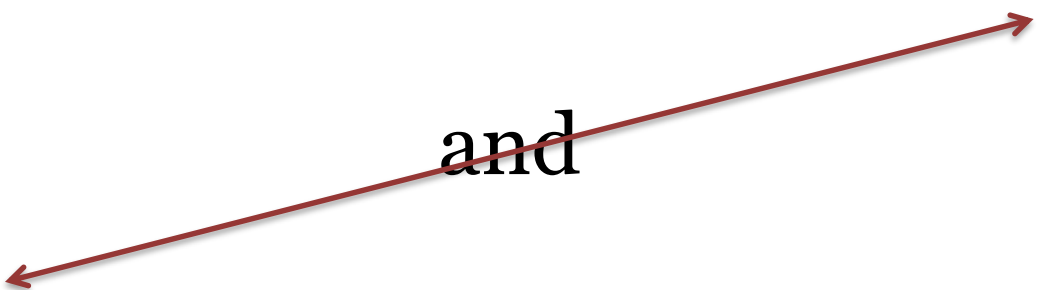
From Here to Nowhere

The Line Connecting

Ethical Decision-Making

and

The #MeToo Movement



“Cleveland Concertmaster Suspended Over Sexual Harassment Allegations”

Washington Post
July 29, 2018



William Preucil

“Cleveland Orchestra
Hires Law Firm, Forms
Panel to Investigate
Preucil Sexual
Misconduct Allegations”

Cleveland Plain Dealer
August 16, 2018

“Emmett Carson Ousted As CEO of Silicon Valley Community Foundation”

San Francisco Chronicle
July 27, 2018

“Inside a Powerful Silicon Valley Charity, a Toxic Culture Festered”



Emmett Carson

New York Times
May 11, 2018

“What Happens to #MeToo When a Feminist Is the Accused?”

New York Times
August 13, 2018



“I Worked With
Avital Ronell. I
Believe Her
Accuser.”

Avital Ronell

Andrew Long Chu
Chronicle of Philanthropy
August 30, 2018

“A Quarter of Female Fundraisers
Report Experiencing Sexual
Harassment”

Washington Post
February 19, 2018

SURVEY RESULTS

- 21 percent had personally **experienced** harassment in their work – including 25 percent of women and 7 percent of men.
- 16 percent of respondents **witnessed** harassment.
- 26 percent had **been told about** an incident of harassment.
- 20 percent agreed that sexual harassment was **rampant** within the fundraising profession.

It Can't Happen Here

Organizations need a crisis plan in place:

- Who speaks for the organization?
- How do we support victims?
- Do we have a hotline?
- What is on our website?

Five Mistakes Your Nonprofit Doesn't Want to Make When Investigating Sexual Harassment Allegations

FIVE MISTAKES YOU DON'T WANT TO MAKE

- Don't wait for a formal complaint or require complaints to be in writing or signed by the alleged victim.
- Don't focus on the intent or other characteristics of the alleged harasser – focus on the conduct itself.
- Silence is not golden: Communicate the results of the investigation.
- Maintain confidentiality but manage expectations.
- Protect the victim and others involved from retaliation.

National Council of Nonprofits

March 14, 2018



National Capital
Gift Planning Council

New Rules?

Why do some understand while others don't?

Resurrection?

“#MeToo men keep bouncing back. We should make that . . . difficult.”

“A second act shouldn’t be an impossibility. But it can’t and shouldn’t come without having a larger meaning.”

Erin Gloria Ryan
Daily Beast
April 20, 2018

“Accountability is meaningless unless it’s for everybody – whether it’s the leader of a network or the leader of the free world.”

“For so long, for women in the workplace, there was no change. No justice for the abused. So we shouldn’t be surprised that when the change comes, it comes radically. This roar is just a natural backlash to all that silence.”

Stephen Colbert
July 30, 2018



Going Forward

“It’s Time for Nonprofit Boards to
Have a Conversation about Sexual
Misconduct.”

Nonprofit Quarterly
February 22, 2018

So . . . let's talk.

Angela Woo Sosdian

Executive Director, Gift Planning
The Nature Conservancy



OUR LUNCH PANEL

Jason Hegy

Attorney



Elana Lippa

Director, Gift Planning
Charles E. Smith Life Communities



THANK YOU

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