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A. About the April 2017 Thousand Currents Academy

The Thousand Currents Academy is a weeklong high-impact training course for anyone who deploys resources towards social change. It is designed to promote social justice philanthropy by educating participants in transformative, culturally competent human-rights-based approaches to working with grassroots communities and grantee partners. Academy participants are encouraged to build collective strength, to learn, grow, and act within a community of philanthropic partners towards, in the words of Dr. Martin Luther King, Jr., “a true revolution of values.”

The fifth Thousand Currents Academy took place from April 2—7, 2017, at the Westerbeke Ranch in Sonoma, California. This Academy convened 23 participants, 15 faculty members, and 12 mentors from around the world. The Academy graduates, also known as Impact Influencers, represented diverse philanthropic backgrounds including foundation staff, individual philanthropists, trustees, and impact investors. Participants were wide-ranging in age and perspectives including young, mid-career, and established professionals; women; people of various gender identities and ethnicities. All faculty were practitioners with a range of expertise and experience as academics, artists, organizers, philanthropists, ecologists, indigenous elders, and social justice leaders. Over 50% of the Academy faculty were people of color or from the Global South.

As with previous Academies, the April 2017 participants engaged in a rich, learning-oriented, self-reflective, and participatory program that unfolded over the course of the week. The format included a combination of discussions, group activities, creative exercises involving art and performance, nature walks, presentations, individual projects, physical movement, and team building exercises. Post-Academy, participants were grouped in triads with mentors from the grassroots and philanthropy fields for a six-month mentorship to support their learning and growth. Additionally, incorporating suggestions from past participants, this iteration of the Academy experimented with a new mentorship model, which included pairing a mentor with two participants in triads for peer accountability and learning.

The Thousand Currents Theory of Change formed the basis of the Academy curriculum, equipping participants with the following tools:

- A better understanding of the trajectory of philanthropy and the social sector;
- The ability to conduct deep self-inquiry and examination around their own cultural assumptions;
- Knowledge of how to situate themselves in their own wisdom and recognize traditional knowledge systems as a source of power, resilience, resistance, and transformation;
- Knowledge of how to work in authentic partnership with community-based organizations;
- The ability to practice giving with a social justice framework; and
- The motivation and access to form networks of learning, support, and solidarity with peers and sector-leader mentors.

The April 2017 Thousand Currents Academy worked towards the following goals:

1. To train the next generation of leaders in resource mobilization and philanthropy in cultural and ecological competence, conducting self-assessment, and managing the dynamics of difference;
2. To inspire a learning behavior based on reflection, dialogue, and connection and encourage Impact Influencers to adopt transformative practices to dismantle injustice and inequity;
3. To ground learning in grassroots-led practices, pedagogies of community organizing, and participatory appraisal towards principled action;

4. To change attitudes, language, skills, and knowledge to mobilize resources in favor of social justice philanthropy; and

5. To build a movement of empowered and collaborative change agents, influencers, and leaders at the intersection of grassroots development and philanthropy.

**Evaluation Methodology**

The April 2017 Thousand Currents Academy was evaluated using pre- and post- survey method. Each participant was given a hard copy of the survey and asked to complete it anonymously (the three Thousand Currents staff who participated were excluded from the survey). The pre-survey was completed during the first day of the Academy and the post-survey was completed on the last day of the Academy. Evaluation survey tools were similar to those administered in prior Academies, with a few changes made to streamline pre-post comparison analysis.

In cases where respondents selected two or more answers on a five-point rating scale, an average of the rating was used for analysis purposes. When participants did not answer a question, or answered N/A or “Not sure,” their answers were not included in quantitative evaluation.

**B. Academy Survey Results**

**A. Participant Profile by Grassroots Giving**

The Academy pre-survey asked, “How much do you (or the organization you represent) currently grant to grassroots groups annually?” Participants’ responses are encapsulated in Figure 1.

![Participating organizations’ grant amounts to grassroots partners in the past year](image)

These results reveal that this Academy cohort included diverse stakeholders representing organizations carrying out different levels of grantmaking activities. 65 percent of participants worked in organizations that disbursed some grants to grassroots groups. They included eight “large grants to grassroots organizations” ($250,000 and more), five “small to medium grants to grassroots organizations” ($1,000 to $249,999), and seven “non-granters” that did not financially support grassroots groups. A few of these non-granters included non-funding organizations.
B. Grassroots Engagement Pre-Academy

Participants were asked about the nature and depth of their engagement with grassroots organizations. Figure 2 summarizes the proportion of participants who responded “yes” to eight different engagement questions. Before the Academy, all participants except one had engaged with grassroots organizations and/or leaders on at least one of the eight activities asked in the survey. The top three ways of engagement included: ‘formed relationships with a grassroots leader,’ ‘invited feedback from a grassroots leader,’ and ‘developed learning resources highlighting innovations from grassroots organizations.’

![participant profile](image)

**Figure 2 – The percentage of participants previously engaging with grassroots organizations.**

While a significant majority of participating organizations indicated that they already support grassroots partners, they demonstrated a strong need for increased engagement with grassroots partners and opening up truly influential opportunities. The three responses with the lowest scores were: “participated in a conference panel with a grassroots community leader,” “co-authored an article or a blog with a grassroots community leader,” and “invited a grassroots leader to serve on your organization’s board.”
C. Post-Academy Changes

Participants were asked similar questions pre- and post-Academy to assess shifts in mindset and intended behaviors. Results in Table 1 compare pre- and post- average responses highlighting the ‘change’ separately. **There was marked improvement in all questions and average ratings across all measures saw increases from 4% to 50%.** The three areas with the greatest improvement included participants’ ability to ‘access networks and resources to support grassroots organizations,’ better understanding their responsibility as social justice funders, and learning about the socio-political context of grassroots organizations. These results show that the Academy helped participants become better equipped to champion grassroots-level change across the board. Participants also reported an increase in their capacity to adopt attitudes and activities that holistically support grassroots organizations.

<table>
<thead>
<tr>
<th>Q #</th>
<th>Question</th>
<th>Pre-Academy Mean</th>
<th>Post-Academy Mean</th>
<th>Change</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>I know how to access the networks and resources available to support grassroots work</td>
<td>2.9</td>
<td>4.2</td>
<td>1.3</td>
<td>45</td>
</tr>
<tr>
<td>2</td>
<td>I understand what a social justice funder is and does</td>
<td>3.3</td>
<td>4.6</td>
<td>1.3</td>
<td>39</td>
</tr>
<tr>
<td>3</td>
<td>When developing new relationships, I am committed to learning about the particular conditions, settings and political, social and economic forces that affect the individual or organization</td>
<td>3.7</td>
<td>4.9</td>
<td>1.2</td>
<td>32</td>
</tr>
<tr>
<td>4</td>
<td>I am committed to prioritizing my own well-being and the well-being of those with whom I work</td>
<td>3.6</td>
<td>4.6</td>
<td>1</td>
<td>28</td>
</tr>
<tr>
<td>5</td>
<td>I am knowledgeable about the dynamic contexts in which grassroots groups operate</td>
<td>3.2</td>
<td>4.1</td>
<td>0.9</td>
<td>28</td>
</tr>
<tr>
<td>6</td>
<td>I understand and am comfortable building alliances with like-minded people and organizations</td>
<td>3.9</td>
<td>4.6</td>
<td>0.7</td>
<td>18</td>
</tr>
<tr>
<td>7</td>
<td>I can identify connections between local and global issues and how they affect each other</td>
<td>3.9</td>
<td>4.4</td>
<td>0.5</td>
<td>13</td>
</tr>
</tbody>
</table>

Table 1 - Pre and post-Academy scores on behavior/mindset questions.

One core strategy put forth in the Academy for affecting systemic is to channel resources to grassroots groups that are implementing local solutions. Figure 3 shows an increased likelihood of participants funding grassroots organizations and advocating for grassroots funding amongst peer grantmakers.
The percentage of participants stating they will “likely” or “very likely” fund grassroots organizations jumped from 81% to 100% following the Academy, while the percentage who marked “likely” or “very likely” to ‘influence or advocate for peer funders to fund grassroots groups grew from 83% to 100%.

Figure 4 shows the extent of change reported by participants regarding inviting grassroots leaders to serve on their organization’s board. Compared to other post-Academy ratings, it is still the lowest rating at par with co-authoring articles or blogs with grassroots leaders. However, of all the impact indicators, this metric began at the lowest average of 2.7 on a likelihood scale of 1 to 5, and rose to 3.7. The percentage of participants that were likely or very likely to ‘invite or seek to invite a grassroots leader to serve on their organization’s board’ jumped from 33% to 58%.

This is a significant outcome for the April 2017 Academy. Boards of Directors at grant-making organizations are the highest authorities involved in determining where resources are allocated.
Some participants did, however, express doubt about their abilities to add grassroots leaders to their Board of Directors. Some stated that they did not have the authority to make changes to their organization’s board, while others thought that they would require reflection and hard work to get to such a point. Some stated that their organizations did not have a Board of Directors at all. These factors may explain the overall lower rating for this category.

Post-Academy, participants report a much deeper understanding of their role in the nonprofit sector, and how they can better mobilize resources to make a difference. This is demonstrated in the following figures.
Figure 5 demonstrates participants’ average ratings of their ability to access networks and resources to support grassroots work rose from 2.9 to 4.9. Figure 6 shows participants’ average responses regarding understanding of their roles as social justice funders rising from 3.3 to 4.6.
Figure 7 – Participants’ ratings of Academy components.

D. Academy Components

Participants were asked to rate six different components of their experience on a 5-point rating scale. Responses are shown in Figure 7.

Overall, participants gave extremely favorable reviews of all components of their experience. None of the participants selected a rating below “Satisfactory.” The component with the highest number of “Excellent” ratings was “Faculty/ Facilitators.” Average scores for the components ranged between 4.7 and 4.9, and ratings of “Excellent” were given for each component by a sizeable majority of participants. When asked to elaborate upon their rating selections, participants particularly appreciated the content, facilitators, and venue. Following are select testimonials about Academy facilitators:

“The facilitators were awesome, and very giving of their experience and expertise”

“Facilitators have invited without forcing, challenged without abandoning, and been present without managing”

“This location was so beautiful, what a gift to get to spend almost a week here. I never want to leave!”

“(The modules were) unanticipatedly helpful...modeled a thoughtful, focused approach”

Participants’ ratings and open-ended feedback regarding Academy components
illustrate that the fifth Thousand Currents Academy was well organized, engaging, and inspiring.

**D. Organizations with small to medium grants for grassroots organizations**

Participants were asked a series of questions to better understand their thinking and behaviors towards grassroots organizations. These questions included yes/no prompts as well as five-point scale ratings. Segmenting these responses by organizations that give relatively smaller grants to grassroots organizations, Table 2 shows that these organizations have lesser knowledge of grassroots organizations and their contexts and have weaker engagements with these groups.

<table>
<thead>
<tr>
<th>Q. #</th>
<th>Question</th>
<th>Mean for all participants</th>
<th>Mean for &quot;small grantmakers&quot;</th>
<th>Difference</th>
<th>% Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>I am knowledgeable about the dynamic contexts in which grassroots groups operate</td>
<td>3.2</td>
<td>2.0</td>
<td>-1.2</td>
<td>-38</td>
</tr>
<tr>
<td>2</td>
<td>I can identify connections between local and global issues and how they affect each other</td>
<td>3.9</td>
<td>3.2</td>
<td>-0.7</td>
<td>-18</td>
</tr>
<tr>
<td>3</td>
<td>When developing new relationships, I am committed to learning about the particular conditions, settings, and political, social, and economic forces that affect the individual or organization</td>
<td>3.7</td>
<td>3.2</td>
<td>-0.5</td>
<td>-14</td>
</tr>
<tr>
<td>4</td>
<td>I am committed to prioritizing my own well-being and the well-being of those with whom I work</td>
<td>3.6</td>
<td>3.2</td>
<td>-0.4</td>
<td>-11</td>
</tr>
<tr>
<td>5</td>
<td>I know how to access the networks and resources available to support grassroots work</td>
<td>2.9</td>
<td>2.6</td>
<td>-0.3</td>
<td>-10</td>
</tr>
<tr>
<td>6</td>
<td>I understand what a social justice funder is and does</td>
<td>3.3</td>
<td>3.0</td>
<td>-0.3</td>
<td>-9</td>
</tr>
<tr>
<td>7</td>
<td>I understand and am comfortable building alliances with like-minded people and organizations</td>
<td>3.9</td>
<td>4.2</td>
<td>0.3</td>
<td>8</td>
</tr>
</tbody>
</table>

**Have you ever engaged in any of the following activities? (Y/N)**

<table>
<thead>
<tr>
<th>Q. #</th>
<th>Question</th>
<th>%Y for all participants</th>
<th>%Y for &quot;small grantmakers&quot;</th>
<th>Difference</th>
<th>% Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>8</td>
<td>Participated in a conference w/ grassroots leader</td>
<td>60</td>
<td>20</td>
<td>-40</td>
<td>-67</td>
</tr>
<tr>
<td>9</td>
<td>Developed learning resources highlighting grassroots</td>
<td>72</td>
<td>40</td>
<td>-32</td>
<td>-44</td>
</tr>
<tr>
<td>10</td>
<td>Formed relationships with grassroots leaders</td>
<td>89</td>
<td>60</td>
<td>-29</td>
<td>-33</td>
</tr>
<tr>
<td>11</td>
<td>Co-authored with a grassroots leader</td>
<td>26</td>
<td>0</td>
<td>-26</td>
<td>-100</td>
</tr>
<tr>
<td>12</td>
<td>Advocated for grassroots groups</td>
<td>84</td>
<td>60</td>
<td>-24</td>
<td>-29</td>
</tr>
<tr>
<td>13</td>
<td>Grassroots leader served on BoD</td>
<td>23</td>
<td>0</td>
<td>-23</td>
<td>-100</td>
</tr>
<tr>
<td>14</td>
<td>Invited feedback from a grassroots leader</td>
<td>72</td>
<td>50</td>
<td>-22</td>
<td>-31</td>
</tr>
<tr>
<td>15</td>
<td>Funded Grassroots Groups</td>
<td>78</td>
<td>60</td>
<td>-18</td>
<td>-23</td>
</tr>
</tbody>
</table>

**Rate, on a 1-5 scale, how likely are you to engage in, or seek to engage in, any of the following activities in the next year.**

<table>
<thead>
<tr>
<th>Q. #</th>
<th>Question</th>
<th>Mean for all participants</th>
<th>Mean for &quot;small grantmakers&quot;</th>
<th>Difference</th>
<th>% Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>16</td>
<td>Participate in a conference panel with a grassroots community leader</td>
<td>3.9</td>
<td>2.6</td>
<td>-1.3</td>
<td>-33</td>
</tr>
<tr>
<td>17</td>
<td>Develop learning resources that highlight innovations from the grassroots</td>
<td>4.0</td>
<td>2.8</td>
<td>-1.2</td>
<td>-30</td>
</tr>
<tr>
<td>18</td>
<td>Co-author an article or a blog with a grassroots community leader</td>
<td>3.4</td>
<td>2.5</td>
<td>-0.9</td>
<td>-26</td>
</tr>
<tr>
<td>19</td>
<td>Invite input from a grassroots community leader on your organization's strategic plan or program priorities</td>
<td>4.2</td>
<td>3.3</td>
<td>-0.9</td>
<td>-21</td>
</tr>
<tr>
<td>20</td>
<td>Influence or advocate peer funders to fund grassroots groups that promote local and holistic solutions to poverty and injustice</td>
<td>4.5</td>
<td>4.0</td>
<td>-0.5</td>
<td>-11</td>
</tr>
<tr>
<td>21</td>
<td>Engage and form relationships with grassroots community leaders</td>
<td>4.6</td>
<td>4.2</td>
<td>-0.4</td>
<td>-9</td>
</tr>
<tr>
<td>22</td>
<td>Fund grassroots groups that promote local and holistic solutions to poverty and injustice</td>
<td>4.4</td>
<td>4.4</td>
<td>0.0</td>
<td>0</td>
</tr>
<tr>
<td>23</td>
<td>Invite a grassroots leader to serve on your organization's board</td>
<td>2.7</td>
<td>3.0</td>
<td>0.3</td>
<td>11</td>
</tr>
</tbody>
</table>

Table 2 – Comparing organizations that give small to medium grants to grassroots organizations.

Overall, the profile of participating organizations revealed an opportunity to inspire participants to go deeper in their grassroots engagement and commitment.

**C. Lessons Learned**

We at Thousand Currents are committed to excellence and learning, and aim to use every opportunity to improve our impact. The findings of this section, obtained from open-ended participant feedback,
highlights Academy strengths and areas for improvement.

**Academy Strengths**
Participants reported to enjoy many aspects of the Academy; the strongest theme being how transformational the Academy was for many participants in thinking about their work in the world. They appreciated the Academy’s content, facilitators and venue. This section will briefly overview some additional strong points.

1) Participants reported that the academy was **deeply transformational and impactful**. They stated:

> “I feel like I have a family to begin to unpack issues with and ears to listen deeply.”

> “I filled nearly an entire journal with notes this week. That’s a lot of learning!”

> “I am leaving with so much more than I could’ve expected. I am changed. This was a beautiful and (it is a much) needed experience that I wish everyone could have.”

2) The Academy **Faculty were awe-inspiring** and led sessions exceptionally. Reflections from participants below:

> “I enjoyed every single module, but was particularly struck by Matt and Two Trees!”

> “Faculty, facilitators and facilitation were all incredible, very moving, pushing, holding.”

> “Facilitators have invited without forcing, challenged without abandoning and been present without managing.”

> “Omi and Sharon led me through some of the deepest, most creative and thoughtful exercises I’ve ever experienced.”

3) The Academy allowed participants the space, time, and setting to **make connections and learn from one another**. Participants attested that:

> “It was great – so rarely are we blessed with this amount of time and space for reflection and building with others. I feel like I have created real, mutual, vibrant relationships that will serve our movement.”

> “It is great to now have a new community to practice my values and vision with.”

The connections participants made with each other, their mentors, and faculty are key in manifesting the learnings and intentions into a pathway for action. Peer learning and network support will allow
them to gain a better understanding of their role in the nonprofit sector, as well foster potential new opportunities and connections for their future work.

4) Participants appreciated how the Academy was clearly a **thoughtfully and well-prepared experience**, stating:

> “Carefully crafted experience” ... “Curated” ... “Incredibly intentional.”
>
> “Everything was done with purpose...seldom have I been through an intensive (workshop) that was so skillfully delivered.”

The Thousand Currents Academy is a strategically cultivated experience centered on self-reflection. It is designed to challenge participants’ preconceptions and task them with applying the learnings to reach their own conclusions. Participants noted the Academy succeeded in creating impact by placing participants in the right setting, and asking them the right questions.

5) Participants appreciated **how the Academy was scheduled** to allow space and time to digest each module’s content, stating:

> “I appreciated that the pace, content, and sessions did not feel overwhelming. I appreciated having shorter days and longer days and breaks in between so that I wanted to be in session pretty much each moment that I was.”
>
> “(I) loved the spaciousness.”

An important aspect of the Academy’s curated flow was how participants were taken out of a Westernized, fast-paced setting and into one where reflection and process were emphasized. Participants enjoyed this, as they believed it allowed them to truly digest and embrace the Academy’s important lessons.

These strengths paint a picture of what Thousand Currents Academy was, as well as why it was so enjoyable, transformative, and impactful. We will take care to continue including these strong points in planning future Academies, so its success continues.

**Areas to Improve**

In addition to positive feedback, a few participants gave constructive feedback to improve future Academies. Some participants wished the Academy gave them more instruction on how to create impact with their activities. For example, participants offered:
“I wanted...a bit more push. Perhaps if I were a funder/donor who didn’t have a very clean picture of what was at stake, I may not have gotten all the way there myself.”

“I would have liked to talk about how we can help each other or examples of how folks have collaborated in the past.”

Another participant stated that they wanted to know more about how Thousand Currents conducts our own grantmaking activities. This feedback suggests we met our goal to ground in grassroots-led practices of funding and action, and could go farther in sharing concrete examples.

Participants also commented they would appreciate more participation and facilitated discussion, declaring:

“(I) Love hearing what people do – but I also would love to hear more at a deeper level.”

“I do wish we had more discussion time with fellow participants. We did a lot outside of scheduled time, but I would have liked more back and forth.”

Participants appreciated the opportunity to talk amongst themselves and a few expressed they would have appreciated more time to do so. Networking is a powerful tool and participants who came from diverse backgrounds could gain from additional exchange. One participant suggested that we offer discussion prompts for participants during breaks to further facilitate meaningful exchanges.

D. Conclusions

Overall, this cohort of Impact Influencers came from a diverse array of organizations, big and small, new and old, focusing on a wide array of activities. Regardless of their backgrounds and resources, all participants reported behavior and mindset change that will positively influence their work in the social sector.

Our analysis shows that the April 2017 Thousand Currents Academy was highly impactful, well-organized, inspiring, and educational. Participants committed to deploying resources to grassroots organizations, create stronger partnerships with grassroots organizations, and gain a much better understanding of their own role as grassroots philanthropists. Participants also rated the Academy favorably on all components: content, faculty/facilitators, venue, materials, organization, and logistics. In their written feedback from surveys, some participants testified the following:

“(The Academy was) transformative in a deep way. I feel connected to myself, community, my deep desire for social change on a new level...I hope to carry it forward, like many, many things this week.”

“I am walking away truly transformed, and feeling more aligned with my purpose and my work.”
“I am leaving with deeper insights into my mission and vision, and my barriers to living in them.”
E. Appendix – Open-ended Participant Feedback

This appendix contains participants’ open-ended responses in the post-Academy survey, organized by theme.

**Academy Strengths**

**Impactful and Transformative**

“I am walking away truly transformed, and feeling more aligned with my purpose and my work!”

“I am leaving with deeper insights into my mission and vision, and my barriers to living in them.”

“Transformative in a deep way. I feel connected to myself, community, my deep desire for social change – on a new level...I hope to carry it forward, like many, many things this week.”

“Life changing. Seriously. In a good way!”

“Transformative. On so many levels”

“Very important and resonant and affirming.”

**Building Community**

“It was great – so rarely are we blessed with this amount of time & space for reflection & building with others. I feel like I have created real, mutual, vibrant relationships that will serve our movement as well as myself and the other person.”

“It is great to now have a new community to practice my values and vision with.”

“So many good things done to help us connect as people.”

“It was intense, but in a really good way. In our society, you seldom get to connect with people in such an authentic way.”

**Academy Content and Experience**

“Everything converged beautifully to take the best out of the participants.”

“I found all of the workshop and modules to be extremely useful.”

“I enjoyed every single module.”

“Unanticipatedly helpful...modeled a thoughtful, focused, approach.”

“Carefully crafted experience.”

“Curated.”
“Incredibly intentional.”

“Everything was done with purpose...seldom have I been through an intensive (workshop) that was so skillfully delivered.”

“Too many small magical moments that were effective and sealed the moment & learning in an important way.”

“Awe-inspiring content and people... thoughtful and complex and loving.”

“Excellent.”

“I appreciated that the pace, content, and sessions did not feel overwhelming. I appreciated having shorter days & longer days and breaks in between so that I wanted to be in session pretty much each moment that I was.”

“Loved the spaciousness.”

**Facilitation and Faculty**

“The faculty are such beautiful spirits- I felt honored to be in your presence for such a spacious amount of time.”

“The facilitators were awesome, and very giving of their experience and expertise.”

“We were helped and supported beautifully. The facilitators were knowledgeable and heart-centered.”

“I really appreciated how the staff modeled welcoming & calm and demonstrating anxiety and hecticness are contagious.”

“The first day of grounding in our bodies and ourselves with Sharon and Omi! It set the tone.”

“I enjoyed all of the facilitators, but I particularly enjoyed Sharon & Omi.”

“Sharon and Omi were so great.”

“I enjoyed every single module, but was particularly struck by Matt and Two Trees!”

“The protocol with Two Trees and Matt was INCREDIBLE.”

“Loved Matt and Two Trees’ module in the nature.”

**Venue**

“Love the access to nature, fresh air and open space.”

“Beautiful place! Great to have the natural environment so present.”

“Venue helped facilitate ease and comfort which allowed for my body and spirit to relax into
acceptance of the nourishment."

“Resources for getting away.”

“This location was so beautiful, what a gift to get to spend almost a week here. I never want to leave!”

**Feedback from Participants**

*Translate ideas into impact*

“I wanted...a bit more push. Perhaps if I were a funder/donor who didn’t have a very clean picture of what was at stake, I may not have gotten all the way there myself.”

“I would have liked to talk about how we can help each other or examples of how folks have collaborated in the past.”

*More Time for discussion*

“Love hearing what people do – but I also would love to hear more at a deeper level.”

“I do wish we had more discussion time with fellow participants. We did a lot outside of scheduled time, but I would have liked more back and forth.”

*Pre-readings*

“Would have liked...discussion around the pre-readings.”

“It would have been nice to have received the welcome packet earlier for better preparation.”

*Mentor Exercise*

“I did not love the ‘mentor’ bit...I would have rather have formed a triad with faculty & participants.”

“I think there may be more to think through about how the mentors are introduced into the whole group.”

*Organization of modules*

“Organization of modules had an understandable arc – maybe could have been tweaked here or there with timing.”

“The order of modules...felt like it did not offer the deep space required to feel into the decolonization conversation. I worry that rushing into the next module might lead folks to not delve into their own settler colonial mindsets.”

“Ancestors -> Wealth -> Vision felt like really rough transitions.”

“It would be great to position Matt & Two Trees’ exercise even earlier in the program.”

“Can there be a part 2?!”
**Venue and Logistics**

"Please be clearer about when we should arrive. No entry before 3?"

"Gratuity should be included in total cost of academy, or let people know they need cash for hotel staff."

"The venue is a little confusing for me because it feels like it's situated in a white western modality that is a little contrasting to my identification of IDEX."

"Mexicans are weirded out by the venue’s décor."

**Feedback on Particular Exercises**

"Some of the exercises could have been refined a bit to arrive at the place we were going."

"Felt the question about being implicated landed in a judgmental way."

"I had mixed feelings about some of the questions asked during reflection, talking to the ‘child’ whose song we sent earlier. Didn’t really resonate with me. My ‘blessings’ for that child didn’t feel authentic. I also struggled with the stature exercise, not sure that resonated with me. Not sure I needed a ‘certificate ceremony. It made me feel a little condescended to, but I can see how it would have value for some folks.”