

Change Makers and Culture Shifters: The New Era of Black Philanthropy

The Giving Black Virtual Conference 2024

Thursday August 1, 2024 (09:30-12:30 EDT)

Your Program Guide



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“ *I may never be known as a philanthropist,
but I certainly am a lover of mankind,
and I will give freely of my resources.* ”

– Maya Angelou, Letter to My Daughter

The Giving Black Welcome

Welcome to the Fourth Annual Giving Black Virtual Conference! Thank you for joining us on August 1, 2024 as we gather to celebrate Emancipation Day and the beginning of Black Philanthropy Month. As with all of our past gatherings, this Giving Black Conference promises to be a warm, engaging, and rewarding occasion for our community of friends, family, colleagues, and supporters who meet to learn, network, and share.

While The Giving Black Virtual Conference may be new to some, we know our most passionate followers are back for their fourth, third, or second installment! However many times you may have attended The Giving Black Conference in the past, it's important to know that we are now in community. You are now part of The Giving Black Family. This is a community where we enjoy Black celebration, Black poetry, Black wellnesses, Black storytelling, Black thought leadership, and explore the incredible power of Black philanthropy.



Olumide Akerewusi - Founder and CEO, AgentsC Inc



Jade Nikolaou - Strategic DEIB Advisor to the CEO,
SecondMuse



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Change Makers and Culture Shifters: The New Era of Black Philanthropy

The focus of this year's Giving Black conference is Change Makers and Culture Shifters: The New Era of Black Philanthropy.

Our theme is inspired by a need to gather phenomenal Black people who are pioneering new philanthropic practices for our modern times. These are uncertain times; not only are we in a new era of Artificial Intelligence, mounting global conflict, growing economic hardship, and polarized politics, we are also bearing witness to new philanthropic expressions across the world and in Black communities.

The examples we see of Black philanthropy on a global scale are in several ways epitomized by the ascendancy of Kamala Harris from Vice Presidential status to Presidential candidate in the USA. In approximately four hours, Ms. Harris was able to raise in excess of \$100 million to add to the \$93 million she and President Biden had already raised for the 2024 Presidential Campaign.

Behind the scenes a silent yet powerful movement, WinWithBlackWomen, a collective of intergenerational, intersectional Black women business leaders, political strategists, student leaders, faith leaders, tech leaders, labor leaders, pioneers in sports, music, and entertainment, movement leaders, including the mega star, Beyoncé, have organized and mobilized throughout the USA.

The New York Times reports that WinWithBlackWomen raised \$1.5 million for Ms. Harris through a three hour Zoom call attended by 44,000 Black women. The average gift of each woman on the call was \$34. Collectively they raised \$16,666 per minute of the Zoom call. This, therefore, is the power of Black Philanthropy.

Small gifts individually, major giving collectively! That is why conversations about Black philanthropy must always be steeped in the power of community to be fully appreciated, understood, and celebrated.

The global reaction to the tragic murder of George Floyd in 2020 led to a new unified form of philanthropy. In unprecedented levels, we saw the power of philanthropy transcend racial barriers, and we witnessed the flow of donations and philanthropic investments from institutional foundations, individual donors, and large corporations into Black-led, Black-serving, and Black-focused (B3) non-profit organizations.

Today, many of those same B3 organizations have reported a steep reduction in donations since 2022. For many of them, reliance on mainstream philanthropy was never a viable strategy for sustainability. Yet the work to build and strengthen Black communities across the world cannot be ignored so easily by the Black community now or in the future.

As Black people still face the brunt of racial injustice, social exclusion, and human and civil rights violations, it is imperative we look to philanthropy as one of many solutions. Our philanthropic solutions must now be underpinned by a generational shift towards wealth creation, entrepreneurship, and the embracing of technology.



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Once again, The Giving Black Conference features a global collective of brothers and sisters who reflect the cultural, religious, geographical, and linguistic diversity of Blackness. In joining together for our virtual conference, we are creating the vital bonds that unite our communities. We are building strong relationships and strengthening ties through our shared vision, work, and values, and voices, which are of fundamental importance for all people of African origin.

The amazing Change Makers and Culture Shifters who have gathered for the Giving Black Conference are unique to our times. They are making history through a variety of initiatives, including but not limited to:

- Operating on the inside of major philanthropic institutions across the world, and channeling philanthropy into Black communities in new, groundbreaking, unexplored ways.
- Influencing from the outside of established institutions and creating unique philanthropic platforms that are expanding philanthropy within Black communities.

- Leading philanthropic research in Black communities, to document the Black experience customs, beliefs, and traditions at the heart of Black philanthropy.
- Building future transformative practices, cultures, eco-systems, and vehicles of generosity to enable philanthropy through established and emerging traditions of Black generosity.

All of our Change Makers and Culture Shifters are advancing very personal forms of philanthropy while also balancing the responsibility for traditional collective approaches to Black generosity. The many efforts by Black people to adapt philanthropic systems in our present time is affecting culture change as they expand Black philanthropy to reach communities formerly overlooked and underfunded. This is indeed a new era of Black philanthropy, highly anticipated, informative, and very necessary – also, exciting to observe.



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About AgentsC Inc.

Founded in 2015, AgentsC Inc. is a social impact company that supports the global non-profit sector to accelerate social and environmental impact through equity-focused philanthropic and fundraising approaches.

AgentsC has partnered with almost 100 clients worldwide, including non-profit partners, grant-making foundations and Environmental, Social and Governance Corporate teams in Australia, Canada, Europe, India, South Africa, and the United States.

AgentsC specializes in removing barriers to courageous conversations. We lay the groundwork for bold decision-making. We serve a diverse array of community groups through research, data analysis, program evaluation, and the development and assessment of fundraising strategy, and by building granting methodologies and measuring the effectiveness of collaborative partnerships for the world's leading organizations.

Over the past nine years, AgentsC has delivered strategic reviews and community consultations with our clients and a broad array of causes, such as global development, mental health, food security, refugee and newcomer support, education, racial and gender equity.

AgentsC's research practice has conducted national comparative studies among some of Canada's leading fundraising and philanthropic organizations, and has produced extensive sector-leading market research reports, including:

1. [**The Future of Giving: Looking Beyond The Selfie Unveiling Philanthropic Trends Among Canada's Generation Z and Millennial Donors: In Partnership with PayPal Giving Fund Canada, 2024**](#)
2. [**From The Mind to the Heart: Advancing Equity in Corporate Social Investment \(Bilingual - French and English\): In Partnership with RBC Foundation and Imagine Canada, 2023**](#)
3. [**The Duality of Giving: Contemporary Perspectives on Formalised African Philanthropy: In Partnership with Doctors Without Borders, Southern Africa, 2020**](#)
4. [**The COVID-19 Series: We're in This Together: A Snapshot of Canadian Non-Profit Perspectives During the COVID-19 Era, 2020**](#)

When AgentsC Inc. launched The Giving Black Conference in 2021, we did so believing in the importance of giving back to our communities. We envisaged the conference as a gift to the many people who work in the non-profit world, delivering meaningful, measurable, and sustainable social and environmental change. This act of Black generosity exemplifies our moto: Philanthropy is the Heartbeat of the World. We hope you will enjoy this precious gift that our community of talented speakers, committed volunteers, and generous sponsors share with you.



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Acknowledging Our Sponsors

The Giving Black Conference brings incredible people and organizations together at no fee to participants, which is the perfect expression of Black Philanthropy – build community, strengthen ties, and reduce barriers to access.

Sponsors of The Giving Black Conference play a very special role far beyond their financial investment. They believe in the importance of amplifying the voices of Black people and creating spaces where Black thought leadership can grow and be shared across all communities. Our sponsors also believe in providing a platform to Black change makers and culture shifters who are often minimized, tokenized, or excluded from participating in other sector conferences.

Above all, our sponsors are committed to ushering in a new era of philanthropy and social change in our communities. Their partnership and support are a gift to everybody who seeks to be in community.



Thank you [Mark Beckles](#) MBA, ICD.D and the [RBC](#) Community Investment team for being our event sponsor, Conference Spotlight Speaker, and Guest of Honour and partner in our first-ever Giving Black Soirée.



Thank you [Tim Sarrantonio](#) and the [Neon One](#) team for gifting us an awesome event platform license [RingCentral](#) and for supporting our production costs for a great conference experience.



Thank you [JP Bervoets](#) and the [Community Foundations of Canada](#) | [Fondations communautaires du Canada](#) for partnering with us to deliver an exciting and rich event program that will serve as a lasting memory of the conference.



hazen institute for
leadership training

Thank you [Martha H Schumacher](#), [CFRE](#), [ACFRE](#), [MInstE](#) of the Hazen Institute for Leadership Training (HILT) for sponsoring the increased honoraria payments to our 15 incredible speakers, enabling us to recognize their support in a small yet important way.



Thank you [Imagine Canada](#) for supporting the marketing and promotions of The Giving Black Conference and honoraria to our speakers, amplifying the value of the conference.



Last, but not least, we share our gratitude to sister [Birgit Burton](#), Founder of the [African American Development Officers \(AADO\)](#) Network for her unwavering and encouraging support of all things Black philanthropy, including this conference.

To all of our sponsors, we express our gratitude and acknowledge you as partners in bringing the stories of Black people and our philanthropy to the fore as we explore its power and continued potential to transform Black communities.

Thank You!



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Celebrating Giving Black

Giving Black is a celebration of Black Philanthropy Month, drawing on traditions of generosity among continental Africans and Africa's global diaspora in the Caribbean, Europe, the Americas, the UK, and across the world.

[The Giving Black Virtual Conference](#) brings together a global community of Black philanthropy experts. This free, virtual conference attracts diverse audiences from Australia to Zimbabwe and offers community development through learning about traditional and contemporary customs of generosity among Black people.

[The Giving Black Podcast](#) is the world's first podcast dedicated to global Black philanthropy and generosity. Series One of the podcast is based on 12 episodes detailing diverse aspects of Black philanthropy. In honour of the Giving Black Conference this year, we are proud to release a special recording of the podcast featuring Ray Williams, Chair and Co-Founder of Canada's Black Opportunity Fund.

[The Giving Black Marketplace](#) is a new addition to the Giving Black suite of offerings. The Marketplace features exclusive Giving Black merchandise and showcases a range of customized high quality items, including limited edition hoodies, sweatshirts, T-Shirts, mugs and water bottles. These are perfect as gifts for friends, family, or a little treat for yourself!

The Giving Black Soirée is a private evening cocktail gathering and an opportunity to celebrate the successful conclusion of another Giving Black Conference. As an invite-only event, the Soirée is a special opportunity to network and further connect with and honour thought leaders in the Black Community.



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Honouring Emancipation Day

An estimated 10 million enslaved Africans were snatched from the African continent and dispersed across the European empires between 1619, the first documented enslavement in the USA, and 1838, which marked Emancipation Day—the declaration of the illegality of the slave trade in the USA.

It is further estimated that only 25% survived the middle passage of the enslavement route across the ocean and reached the Americas and the Caribbean. Roughly 2.5 million Africans did not survive the crossing from Africa to the “New World”. Many more died upon arrival and throughout the enslavement period.

It is important to reflect for a moment on these facts. Imagine the entire population of Portugal, Greece, or Sweden subjugated under a system of enslavement for more than two hundred years, and further subjugated under continental colonization and acts of dehumanization for another three hundred years. We may not know those who survived, but we do know that 1.2 billion Black people now live in our world and still battle oppression.

There perhaps is no better time to acknowledge the continued racial oppression of our brothers and sisters in Canada, the Caribbean, the UK, United States, Europe, and other parts of the world. We acknowledge also those on the African continent who continue to seek an end to the oppression of leaders who deny their human and civil rights.

Last year, we stood with the Alabama boat crew in solidarity. This year we stand with the family of Sonya Massey who was tragically and needlessly shot and killed by a police officer in Illinois in the most brutal of ways.

It is also within these challenging dehumanizing systems that contemporary Black Philanthropy exists. Black generosity not only refers to the ways that we give; it touches on our fight to survive and be free, to be liberated from oppression, and to embrace our humanity and that of our ancestors.

Emancipation Day is therefore a celebration of Black survival and strength of spirit, as well as a reminder of the need for Black liberation and economic and social empowerment.

This spirit of survival and empowerment is what inspired the inclusion of the Nuyorican Soul song, I am the Black Gold of the Sun, in this year's [Giving Black Spotify Playlist](#):

I am the Black Gold of The Sun

*I am the white side of the sun
follow the beat across the light
father of the one
I am the black gold of the sun
I am the black gold of the sun
I am the dark side of the sun
Shadows that light up the day
Darkness shadow all the way
I am the black gold of the sun
I am the black gold of the sun
I am the light
I am the fire that brings around the sun
and set you free
so free (so free)
I am the black gold of the sun
To be who I wanna be
To go where I wanna go
To be
To feel
I am the black gold of the sun
I am the black gold of the sun*



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The Giving Black Virtual Conference 2024 Agenda

Change Makers and Culture Shifters – The New Era of Black Philanthropy The Giving Black Virtual Conference 2024 Program

09:30 AM - 09:35 AM

Opening Salutations

Elder Sipho Kwaku: Director of Belonging & Equity, WoodGreen Community Services

Welcome to The Giving Black Conference, an event in celebration of Emancipation Day and Black Philanthropy Month. We extend a warm welcome to our guests and offer an uplifting exhortation that encourages generosity, fosters positive change, and promotes the growth of philanthropy within our communities and towards each other.

09:35 AM - 09:40 AM

The Producers Welcome

Olumide Akerewusi: Founder and CEO of AgentsC Inc., and Creator and Convenor of The Giving Black Conference

Jade Nikolaou: Strategic DEIB Advisor to the CEO, SecondMuse

Share the agenda for the day and acknowledge our sponsors, attendees, speakers, and volunteers. Jade and Mide will begin with personal introductions, followed by a warm welcome to the fourth annual Giving Black Conference. Finally, we will introduce the opening plenary.

09:40 AM - 10:20 AM

Opening Plenary: The Change Makers and Culture Shifters

Birgit Burton: Founder and CEO, Association of African American Development Officers Network

Naolo Charles: Director of Communities, McConnell Foundation

Nyasha Njela: Director Southern Africa, Revolutionise

Patricia Hamzahee: Co-Founder, Black Funding Network

Join a dynamic panel of thought leaders and change-makers as they delve into the transformative impact of philanthropy within their respective Black communities. This lively discussion will uncover unique perspectives on the power, potential, and purpose of generosity, examining the changes and cultural shifts occurring in Black philanthropy around the world. The panel will explore the new era of Black philanthropy, highlighting its differences and similarities to traditional forms and discussing ways to channel Black philanthropy to address challenges within Black communities and combat climate change.



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The Giving Black Virtual Conference 2024 Agenda

10:20 AM - 10:25 AM

Poetic Interlude One

Nicole Salmon

Poems curated for the conference and Emancipation Day will offer reflections on the themes of generosity and philanthropy.

10:25 AM - 10:30 AM

The Producers Check-In

Jade and Olumide

We will have a check-in with our audience, reflecting on the themes shared so far, along with conference highlights and other observations.

10:30 AM - 11:15 AM

The New Era of Black Philanthropy

Building on the issues covered in our opening plenary, we will delve deeper into important topics related to Black philanthropy through four simultaneous conversations. These discussions provide an opportunity to further explore the new era of Black philanthropy.

1. Flexible Philanthropy – The Many Ways Philanthropy Manifests in Black Communities

Explore the diverse and innovative forms of philanthropy within Black communities. This session will highlight various models and approaches to giving, showcasing how flexibility and adaptability in philanthropic practices can address unique community needs and drive impactful change. Participants will gain insights into non-traditional methods of philanthropy, including grassroots initiatives, collective giving, and community-led projects.

Host: Floyd Jones

Co-Hosts: Nyasha Njela and Patricia Hamzahee

2. Changing Philanthropic Culture From Within – The Pathways to Funding Black Communities

Delve into strategies for transforming philanthropic culture to better support and fund Black communities. This discussion will focus on identifying and overcoming systemic barriers, fostering inclusive funding practices, and developing pathways for sustained financial support. Attendees will learn from leaders who are actively working to reshape philanthropic norms and create more equitable opportunities for Black-led organizations and initiatives.

Host: Naolo Charles

Co-Hosts: Aldeli Alban Reyna and Ikem Opara



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10:30 AM - 11:15 AM
(Continued)

3. Black Philanthropic Actions - The Face of Just Ecosystems

Examine the critical role of Black people in philanthropy in creating and sustaining just ecosystems. What happens when Black people contribute to social justice, equity, and environmental sustainability within Black communities? Participants will discuss the interconnectedness of these issues and how philanthropy can drive holistic and transformative change and foster healthier and more equitable environments for all.

Host: Birgit Burton

Co-Hosts: Camila Pereira, Nicole Salmon, and Nneka Allen

4. The Griot Hour - Reflections On Emancipation Day and Black Philanthropy Month

The lobby provides a relaxed space for individuals to engage in one-on-one conversations or simply unwind and see what organic discussions emerge. This area encourages networking, informal exchanges, and spontaneous dialogue, allowing participants to connect on a personal level and explore topics of interest in a more casual setting. We may discuss personal reflections of Emancipation Day, and what it means for Black people and Black Philanthropy.

Host: Jade Nikolaou

Co-Hosts: Conference attendees

11:15 AM - 11:25 AM

Mindful Meditation One

Kimmel Alcide

We will take an interval to check in with our mind, body, and soul, engaging in interactive activities aimed at physical and emotional restoration and balance.

11:25 PM - 12:05 PM

The Giving Black Conference Spotlight: A New Era of Black Philanthropy - Shaping the Future of Black Generosity

Join us for an in-depth fireside chat featuring global experts as they explore the intersection of community building, technology, and Black philanthropy. This enlightening discussion will delve into the global landscape of Black philanthropy, addressing its current needs and future directions. Attendees will gain valuable insights into how technology is shaping philanthropic practices, how community-driven approaches can enhance impact, and what steps are necessary to foster a more inclusive and effective philanthropic ecosystem worldwide.

Spotlight Speaker: Mark Beckles, Vice President of Social Impact & Innovation, Royal Bank of Canada (RBC)

Spotlight Speaker: Dorian Spears Director of Partnerships & Strategy, Gender Equality in Tech (GET) Cities Initiative

Moderated by: Olumide Akerewusi

- How are Black people influencing the philanthropic landscape and how are Black communities responding to philanthropic expansion and contraction in donations since the murder of George Floyd?
- Are there new ways to organize, mobilize, and grow a local and global network of Black philanthropic communities?
- What is next for Black philanthropy – What foundations can we set for the new era of change makers and culture shifters 50 years from now?
- How should we embrace technology and AI towards Black Philanthropic solutions?



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12:05 PM - 12:10 PM	Poetic Interlude Two Nicole Salmon
12:10 PM - 12:20 PM	Mindful Meditation Two Kimmel Alcide
12:20 PM - 12:25 PM	Traditional African Emancipation Day Closing Elder Sipho Kwaku
12:25 PM - 12:30 PM	The Producers Closing Remarks Jade Nikolaou Olumide Akerewusi
12:30 PM	The Giving Black 2024 Virtual Conference Close
12:30 PM - 13:00 PM	The After Party: Palm Wine and Cola Nut Session All Giving Black Conference participants are encouraged to stay online and network following the conference close. This session will include music, networking, sharing, storytelling, prize winning, and community building.



Our Conference Speakers: The Change Makers and Culture Shifters



**Aldeli Albán Reyna -
Director of Grants and
Community Initiatives,
Laidlaw Foundation**

Aldeli Albán Reyna (she/her) is the Director of Grants and Community Initiatives at Laidlaw Foundation. Born and raised in

Montréal to Afro-Peruvian parents, Aldeli is a Black artist with a natural talent for using language to bring stories to life coupled with an ability to transform her lived experiences, using multilingual narratives. She holds an Honours Bachelor Degree in Women and Gender Studies, Spanish, and Italian from the University of Toronto and a Masters in Public Policy, Administration, and Law (MPPAL) from York University. Aldeli has extensive experience working in multiple sectors including nonprofit, philanthropy, and corporate. She worked nationally for almost a decade in advocacy and public policy.



**Birgit Smith Burton
- Founder and CEO,
African American
Development Officers
Network**

Birgit Smith Burton is the Chief Executive Officer of AADO, the African American

Development Officers Network, which she founded at Georgia Tech in 1999 to provide professional development, education, employment support, mentorship, and networking opportunities for fundraisers of color. She is a well-regarded speaker on the topics of fundraising and diversity and has authored articles on diversity in the fundraising profession. Birgit co-authored the book, *The Philanthropic Covenant with Black America*, contributed to the book *Five Minutes for Fundraising, A Collection of Expert Advice*, and tells her personal story in the book *Collecting Courage*, which shares the lived experiences of Black women and men working in the nonprofit and charitable space (published fall 2020).



**Camila Pereira -
Senior Manager of
Development, Child
Development Institute**

Camila is a Black woman born and raised in Brazil. She understood from a very young age that race relations,

identity and gender roles were central not only to her family but to herself, including the harsh realities of how skin color can shape one's role, future, and existence within Brazilian society. Camila first engaged in philanthropy through her family's community initiatives, igniting a lifelong passion for racial justice and equity. Her career in the charitable sector is a means to contribute towards the eradication of all forms of prejudice preventing the advancement and betterment of humankind. Camila is a senior fundraising professional in Toronto, an avid researcher and consultant on issues of race, gender, diversity, racial justice and equity, as well as a coach to Brazilians involved in philanthropy and fundraising in Brazil and Canada. She holds a PhD in Public Policy & International Relations. Camila is a co-editor and contributor in the book *"Collecting Courage: Joy, Pain, Freedom, Love"* a collection of personal testimonies written by 15 Black American and Canadian non-profit professionals about racism and exclusion in the sector. She is a member of the Black Canadian Fundraisers Collective and serves on the Board of Directors of the Alzheimer Society of Ontario. Camila is a daughter, sister, aunt, wife and her family is complete with two lovely cats.



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Dorian Spears - Director of Partnerships & Strategy, Gender Equality in Tech (GET) Cities Initiative

Dorian Spears believes that the solutions and brilliance to solve community challenges

exist within residents who live there every day. As Director of Partnerships & Strategy with the Gender Equality in Tech (GET) Cities initiative, Dorian leverages relationships to create systems change and better outcomes for marginalized genders in the Black, brown, and Indigenous communities who currently work or desire a career in the technology sector. As the former Chief Partnerships Officer at Momentum Nonprofit Partners, Dorian built bridges across the sectors of government, business, higher education, philanthropy, and neighborhood leadership in the greater Memphis area to uplift what works while addressing community challenges. Dorian is an alum of the 2023 cohort of Willie's Warriors Leadership Initiative with the Chicago Foundation for Women. She is also an alum of Leadership Tennessee NEXT Cohort 2, New Memphis Institute Fellows Program, and Leadership Memphis - Grassroots Program.



Ikem Opara - Director of National Learning Partnerships, Rideau Hall Foundation

Ikem Opara is the Director of National Learning Partnerships at the Rideau Hall foundation where he leads the design and

delivery of the organization's commitment to advancing access to learning opportunities for all, across Canada. He has spent the last 20 years engaging public and private sector partners in Canada, Tanzania, Kenya and Cuba, to build relationships and strengthen connections across national, linguistic, cultural and other borders. Following roles at Pathways to Education, Canada World Youth, and Canadian Jesuits International over the years, Ikem subsequently led Ontario Trillium Foundation's strategy, grant-making and capacity building work with a focus on inclusion, and improved outcomes for Black and Indigenous youth. Ikem lives with his partner and their two extremely curious children in Pickering, Ontario, the home of the Mississaugas of Scugog Island.



Floyd Jones - Founder, BackBlack

Floyd Jones is the founder of BackBlack, a multi-platform initiative that has raised over \$1.3M for 770 Black-led nonprofits. As the Director of Community & Partnerships at

Givebutter, he supported the growth of the world's first completely free end-to-end fundraising platform, powering \$1B+ in donations annually. Throughout his career, Floyd has built social impact communities globally, raising over \$20M for grassroots organizations and speaking at over 50 conferences across America. His work has been featured by ESPN, AfroTech, Variety, and Wired magazine, and has been sponsored by NIKE, Whole Foods, VISA, NBA2k, and more. Floyd continues to serve as a business coach and strategist, helping nonprofits and purpose-driven companies scale their community-led growth strategies.



Jade Nikolaou - Strategic DEIB Advisor to the CEO, SecondMuse

As an accomplished leader with over a dozen years of experience in social impact, people and culture, strategic partnerships, and organization development,

Jade brings a wealth of expertise to the table. With a passion for fostering empowerment, cultivating meaningful relationships, and change making and culture shifting, Jade has been driven to make a tangible difference within both communities and organizations. She has spearheaded transformative initiatives aimed at creating inclusive growth strategies on a global scale. Her tenure as a member of executive leadership, and as a leader within the Forbes Human Resources community, have further honed her skills in diversity, equity, inclusion, and belonging. With a proven track record of designing and implementing initiatives that elevate the voices of marginalized groups and promote servant leadership, she is deeply committed to effecting systemic change.



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**Kimmel Alcide -
Founder, The
Everyday Yogi Inc.**

Kimmel is passionate about guiding individuals, teams and communities to self discovery through yoga and mindfulness practices. She is the founder

of The Everyday Yogi Inc., a platform for bringing yoga and meditation to people around the world. She is also a certified End-of-Life Doula and is currently pursuing a degree in Metaphysics. She has attained over 8000 hours in the wellness industry and has worked with several major brands including lululemon, Team Canada, Hershey's Chocolate, Canada Goose and Uber Canada to bring mindfulness into their work and professional space. Kimmel's core values are centred around personal responsibility, connection, inclusivity and contribution. Her favorite quote is, "When one of us is liberated, we are all liberated."



**Mark Beckles - Vice
President of Social
Impact & Innovation,
Royal Bank of Canada
(RBC)**

Mark has over 25 years' experience in financial services, Mark has executive leadership

experiences in banking, insurance, risk management and non-profit leadership. Mark leads the strategic execution of RBC's Social Impact portfolios including RBC Future Launch, RBC Tech for Nature and RBC Emerging Artists. Mark also leads stakeholder relations to cultivate and maintain key relationships across Canada including policy makers, partners and stakeholders to advance RBC's community investment priorities. Mark previously served as Head, RBC Insurance Advice Centre, responsible for over 500 licensed insurance advisors who provide insurance advice and solutions to 750,000 RBC Insurance clients across Canada and served as Regional Vice President, Retail Banking at RBC with market responsibility for North Mississauga and Scarborough. He is a vice-chair of the Board of Directors of William Osler Health System. He is also a board member of the Metro Toronto Convention Centre and sits on the audit and finance committee. He also serves on the advisory committee of the Lincoln M. Alexander Award.



**Naolo Charles - Director
of Communities,
McConnell Foundation**

Naolo Charles is the Director of "Communities" focus area at the McConnell Foundation, supporting equity-deserving communities. Previously, he

managed a DEI-focused portfolio at RBC Foundation and began his philanthropic career in 2015 in the Collective Impact stream at the Ontario Trillium Foundation. Holder of a master's degree in environment, he also co-founded both the Canadian Coalition for Environmental and Climate Justice (CCECJ) and the Black Environmental Initiative.



**Nicole Salmon - Founder
& Principal Consultant,
Boundless Philanthropy**

Nicole Salmon brings extensive experience working in the nonprofit/ charitable sector as a curious leader and fund development strategist. In

2014, she founded Boundless Philanthropy, a values-led consultancy committed to building and sustaining healthy, equitable, mission and community-focused nonprofit and charitable organizations. She is the co-editor and author of Collecting Courage: Joy, Pain, Freedom, Love and a former book review panelist and contributing editor with the online publication The Charity Report. As a published poet and writer, she taps the power of words and language to stir emotions, liberate, connect, and bridge divides. As a community leader, Nicole's service extends beyond her professional roles. She actively serves on the board of two organizations; one offering community health services, and the other working to improve the lives of people living with HIV and other episodic conditions. She is also an active and founding member of the Black Canadian Fundraisers' Collective. Shaped by her Jamaican roots and deeply influenced by spending over 2/3 of her life in Canada, Nicole's interests are eclectic, her curiosity boundless, pursuit of learning expansive and desire for growth continuous. She is anchored by a large family, committed to service, building connections and deepening personal relationships.



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Nneka Allen - Principal and Founder, The Empathy Agency Inc.

Nneka Allen is a Black Afro-Metis woman, a Momma and a daughter of the Underground Railroad. As a descendant of African survivors of the

TransAtlantic Slave Trade, her ancestors built North America through their free and forced labour on land that was stolen. They are stolen people on stolen land. Over centuries her African freedom-seeking ancestors developed a historic relationship with the First Peoples of Turtle Island. This is the connection to the Cherokee and the Lumbee part of her ancestral legacy. They are her relations. She considers herself a relationship builder, a stone-catcher, a freedom fighter, a storyteller and a leadership coach. As a lover of justice, she studies the causes of racial marginalization in philanthropy to restore relationships and improve the realities of racially oppressed people and their teams. As the Founder of The Empathy Agency Inc., she partners with multiracial leaders and groups to help them cultivate environments where everyone belongs.



Nyasha Njela - Director Southern Africa, Revolutionise

Originally from Zimbabwe, Nyasha currently resides in South Africa with her family. She started her career as a personal banker and, using her skills in

customer relationship management, transitioned to non-profit fundraising when she joined Doctors Without Borders (MSF) Southern Africa. From the moment that she started her fundraising career, she has not looked back and strongly believes in the power of communities coming together for a bigger social purpose. In her previous position as Head of Fundraising at The Feenix Trust (Feenix), she implemented Great Fundraising and achieved over 600% growth on income in four years. Nyasha is skilled in developing teams to set up fundraising strategies that include a diversified income portfolio through donor development, - acquisition, retention, relationship building, and donor loyalty. Nyasha believes in building organisational fundraising culture that encourages cross departmental collaboration to meet donor needs, which ultimately leads to serving beneficiaries and achieving its social mission.



Olumide Akerewusi - Founder and CEO, AgentsC Inc

Olumide (Mide) Akerewusi, is a social justice advocate and certified Corporate Social Responsibility Practitioner, born and raised in the UK to

Nigerian parents, he now lives and works in Toronto, Canada. Mide is Founder and CEO of AgentsC Inc., an international, B-Corp Certified full-service consulting agency. AgentsC is a social impact agency offering person-centred approaches to fundraising, philanthropy, research, evaluation, and change management solutions. Mide is a co-author of the award-winning book, *Collecting Courage*, an anthology of perspectives shared by 14 Black fundraisers in North America. Mide is also the lead researcher for the seminal research report, *The Duality of Giving: Contemporary Perspectives on Formalized African Philanthropy*, a detailed study about how African people embrace philanthropic customs and traditions. He has authored multiple research projects including, *Looking Beyond The Selfie* a report analyzing philanthropic attitudes among Gen Z and Millennial donors. Mide is Interim Chapter President of the Association of Fundraising Professionals, Greater Toronto Chapter. He is also creator, host, and convenor of both *The Giving Black Conference* and *Podcast*, where he invites unique perspectives on global Black philanthropy. Mide contributes to important conversations about building a stronger and more equitable and prosperous world. Non-Executive Director of Social Enterprise UK, a member of the Investment Committee of Better Society Capital as well serves on the Advisory Boards of the Pathway Fund, Women in Social Finance, Shaw Trust Foundation, Diversity Forum, and Money A+E. She is a Trustee of Ballet Black, Stratford East, NFL UK Foundation and International House New York.



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Patricia Hamzahee - Co-Founder, Black Funding Network

Patricia Hamzahee is an advisor, impact investor and philanthropist. After almost 20 years in banking and finance, Patricia now helps social

enterprises attract private capital and advises investors on their responsible investment strategies. As Co-founder of Extend Ventures, she advocates to diversify funding through cutting-edge research such as the 2020 'Diversity Beyond Gender' report. She co-founded Black Funding Network, a community of individuals and institutions who intentionally support small, Black-led non-profit community organisations, to advance collective giving for greater societal impact. As co-founder of GiveBLACK, she commissioned a seminal examination of Black Philanthropy in Britain to galvanise Black giving. She is a Non-Executive Director of Social Enterprise UK, a member of the Investment Committee of Better Society Capital as well serves on the Advisory Boards of the Pathway Fund, Women in Social Finance, Shaw Trust Foundation, Diversity Forum, and Money A+E. She is a Trustee of Ballet Black, Stratford East, NFL UK Foundation and International House New York.



Sipho Kwaku - Director of Belonging & Equity, WoodGreen Community Services

Sipho Kwaku joined WoodGreen Community Services in 2002 as Director of Homelessness & Housing Help

and Mental Health & Developmental Services. In 2004, he was appointed Director of Employment and Immigrant Services. Sipho currently holds the Portfolio of Director of Diversity and Anti-Racism at WoodGreen Community Services. In 1998, Sipho was initiated as Rite of Passage Process Practitioner, from the National Rites of Passage Institute. In 2007 Sipho introduced Rights of Passage into the programming components at WoodGreen. Sipho has a passion for community building and volunteers with a number of local organizations. Sipho was born in Trinidad W.I. and was educated and trained in the United States and Canada in Community Economic Development. Sipho holds a M.Sc. in Community Economic Development, and a B.Sc. in Science. Sipho currently holds a passion for making natural skin care products using shea butter, the gift from the Motherland.



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Thank You

Thank you to the many people and organizations who make The Giving Black Conference possible each year. We express our deepest gratitude to everyone who registered and/or attended this year's conference.

We thank our sponsors, and our friends and family who played a pivotal role in organizing the conference. Gratitude is also extended to our speakers, all of whom said "yes", unquestioningly, as AgentsC was still ideating the conference. Thank you to our designers, conference producers, merchandise suppliers, and those who shared and raised awareness about The Giving Black Conference. In the Yoruba language, we say *ese gan ni* - you did it well - or in short form, thank you!

Save The Date: The Giving Black Conference 2025

The Giving Black Conference 2025 will be held on, August 7, 2025. Please reserve this date in your calendar.

To learn more about [The Giving Black Conference](#) and [The Giving Black Podcast](#) visit: www.givingblack.ca

Remembering Rodney Jackson



In loving memory of a dear friend and mentor Rodney Jackson, who passed away on July 12, 2024. Rodney opened the door for my transition from the UK to Canada as a fundraiser.

He authored A Philanthropic Covenant with Black America, and was founder, President and CEO of the National Center for Black Philanthropy, Inc., in Washington, D.C. He was also founder of the National and Regional Conferences on Black Philanthropy that were held biennially between 1997 and 2007. Rodney was also editor of Moving the Agenda Forward. Above all Rodney will be remembered for his unbelievable kindness and spirit of giving which inspired many (including me) to love Black philanthropy and be curious about the power of generosity within Black communities.

Listen To The Giving Black Conference 2024 [Spotify Playlist](#)

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Abagiraneza
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Harambee/Uhisani
Sankofa
Susu/Pawdna
Ubuntu
Ajo/Ara Eni
Chifundo
Kwabaswele

“

*There are two ways of exerting one's strength:
one is pushing down, the other is pulling up.*

– Booker T. Washington

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