



RLF's Approach to Grantmaking

Resources Legacy Fund believes that people and nature are inextricably linked and that the health of both depends on full and meaningful participation of all communities in decisions that define and shape a resilient world. We strive to advance diversity, equity, and inclusion (DEI) so that all people have equal opportunities to live full and healthy lives in thriving environments and participate in building a better future.

One of the ways we can deliver on this goal is through our grantmaking. In our [DEI plan](#), we commit to *"engaging in grantmaking that promotes DEI by using dollars to actively re-allocate power to those who have been marginalized and build long-term capacity within those communities."*

Grantmaking is a core element of RLF's work. Through RLF's grantmaking, we aim to build effective alliances, help redefine power, elevate marginalized voices, and support communities most impacted by change to drive solutions that benefit them. RLF is also funded to manage campaigns, convene partners, and employ policy and strategy expertise to achieve important outcomes. We work to align these efforts with our grantmaking.

To hold ourselves accountable to the goals laid out in our DEI plan, we developed this summary of our grantmaking approach—with goals, principles, and practices—to guide our efforts and to help our current and prospective partners understand our approach.

Our Grantmaking Goals—the outcomes we are trying to achieve with our grantmaking:

- Achieve programmatic outcomes, working closely with funders and partners.
- Support diverse organizations and leaders to engage in environmental policy and funding processes.
- Strengthen long-term capacity of organizations, including those that represent and serve frontline communities.
- Effectively steward philanthropic resources.
- Contribute to the evolution of best grantmaking practices in the field.

Our Grantmaking Principles—beliefs and values that animate our approach to grantmaking:

- We lead with our [organizational values](#): *collaboration, equity, integrity, creativity, and excellence.*
- As an intermediary organization, we strive to add value to grantees beyond funding. We invite conversation with grantees to explore how we can best support them and their work.
- We believe in transparency and are committed to sharing our grantmaking strategies with grantees and partners, and information about our grantmaking approaches with peer organizations and funders.
- We understand the power dynamics inherent in the arenas we operate in, particularly in grantee-grantor relationships, and do our best to be a collaborative, supportive partner by sharing knowledge and access, engaging in the work

alongside grantees as appropriate, and inviting feedback to help improve our practices.

- We value local knowledge and believe those closest to the challenges on the ground often have the best and most reliable insights into solutions. We strive to elevate voices and perspectives from communities, and to support their visions, priorities, and needs.

Our Grantmaking Practices—how we implement our goals and principles in supporting organizations and advancing causes:

- Ensure DEI goals and organizational values are embedded in program strategies.
- Ensure our grantmaking process is accessible, flexible, and less burdensome for grantees.
- Explore new partnerships with and increase funding to organizations led by Black and Indigenous communities and people of color; environmental justice groups; rural communities; smaller, less-resourced organizations; and organizations serving marginalized communities.
- Cultivate trust-based relationships with grantees.
- Provide beyond-the-dollar support to grantees to help strengthen their capacity.
- Align grant support to Tribes and Indigenous communities with their priorities, with the goal of creating stronger relationships and programmatic outcomes and increasing capacity.
- Measure the effectiveness of our efforts and seek input on ways to improve our practices by maintaining open communication with grantees and soliciting input via anonymous surveys and other tools.