

2022
IMPACT
REPORT
KTISIS CAPITAL

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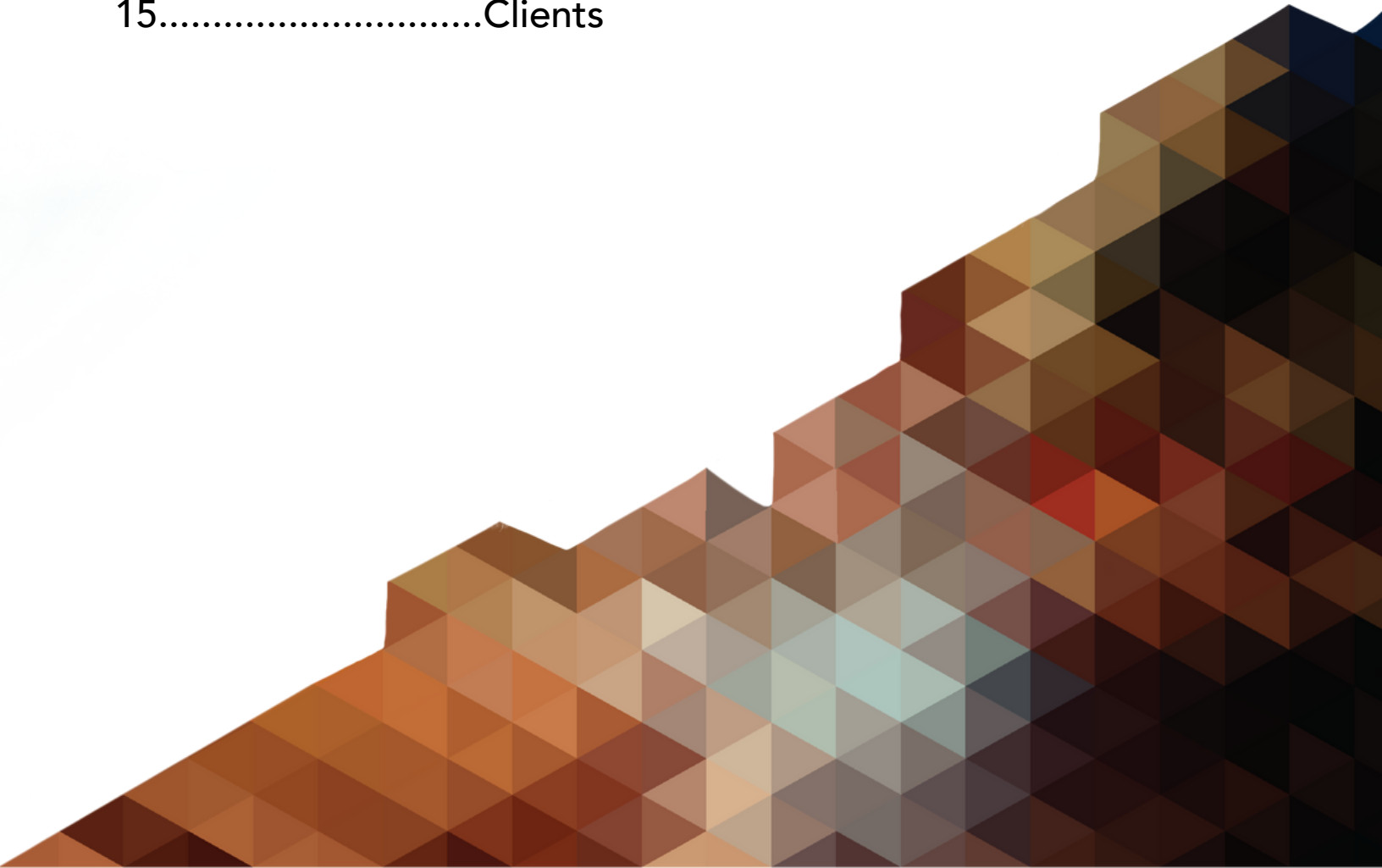
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TO OUR CLIENTS, FRIENDS, AND STAKEHOLDERS:

2022 was a year of great success, both for Ktisis Capital and for our clients across the globe. As the world moved out of the isolation phase of the COVID-19 pandemic, we faced an unstable and unpredictable global economy, continued threats to democracy, a deepening climate crisis, and BIPOC and queer communities endured worsened violence and mistreatment. Yet through all of these challenges we persevered and in many ways even thrived.

The state of the world only galvanized and catalyzed our firm's commitment to mobilize resources to advance racial, social, economic, and environmental justice. Over the last year, Ktisis Capital dedicated our work toward ensuring self determination for all people, self-sufficiency and fairness in economic opportunities, stewarding our planet in sustainable and non-extractive manners, and fostering widespread engagement and empowerment in decision making and direction defining spaces. Working with democracy-oriented clients like the Movement Voter Project, One for Democracy, and Progressive Political Power Fund, we helped resource frontline organizers who won major victories for American democracy in the midterm elections. We helped a family client fund critical land back and Indigenous organizing efforts across the Americas that are highlighting future paths to achieve environmental justice. And we grew our team to respond to the continued wave of new individual donors, foundations, donor networks and others looking for support to help create a more just and abundant world.

We are proud of the achievements attained in 2022. We invite you to celebrate with us through our annual impact report, and we look forward to the change we can enact together in the coming year.

KTISIS CAPITAL STAFF

Ktisis Capital serves as a strategic advisor to a mix of progressive individual donors, families, foundations and philanthropic collaboratives.

Since 2015, we have worked to mobilize resources to advance racial, social, economic and environmental justice. We work with a wide range of individual donors and families to help them create and refine their grantmaking strategies; manage their charitable, advocacy, and political giving and their impact investing; navigate challenging organizational questions on governance, generational transition, and mission change. We also work extensively with funder collaboratives and donor networks, both newly emerging and long-established, on recruitment, engagement and programmatic strategy and learning.

Based in Michigan with a national team, we work with clients across the United States and internationally from South and Central America, to Europe and Australia, strategizing with each client to develop a confidential and customized plan of action. Our client engagements range from deep ongoing partnerships that span years to quick, targeted work to tackle a specific challenge or question – we adapt to the needs that each client brings our way.

From the beginning to today, Ktisis Capital through the years

2015

July

Jason launched Ktisis Capital as a complement to his academic work as the WK Kellogg Community Philanthropy Chair at the Dorothy A. Johnson Center for Philanthropy, and began advising the newly-created Peterffy Foundation and several individual donors on their giving.

2018

March

Jason joined the Movement Voter Project as their Senior Advisor, shifting to part-time in the Kellogg Chair through the end of the 2018 election cycle, planting the seeds for Ktisis Capital to grow.

2019

In light of the shifting political landscape in the U.S., increased and resurfaced racial injustices and police brutality, and ever deepening economic and social inequalities, Jason stepped down from the Kellogg Chair to dedicate his time fully to Ktisis Capital.

June

Jason advised on the launch of a new donor community which became the Mannifera collective, a network of funders supporting a stronger democracy and a fairer Australia.

August

Anna joined Ktisis as our second full time staff member, first as managing director and transitioned in 2021 to a senior consultant role.

December

2020

Michael joined the team as our first senior associate, working with donor collaboratives, networks, and other efforts.

February

After supporting the new One for Democracy (O4D) campaign to mobilize donors to pledge 1%+ of their assets to strengthen democracy since its launch in March, Jason formally joined the O4D team as Senior Advisor.

July

Growing once more, Michele and Ricky joined the Ktisis team as senior associates to support One for Democracy's growth and other client efforts.

September

2021

June

We launched our Affiliated Consultants program to bridge the gap and remove barriers faced by solo practitioners. Letarik Amare, Hali Lee, Mijo Lee, Laura Loescher, and Jason McGill join as affiliates.

September

As a firm, we made strides in our internal identity, formalizing our mission and vision, JEDI statement, Human Rights policy, and other values-driven policies to inform our practices.

December

We began work with the WK Kellogg Foundation to reimagine their Catalyzing Community Giving program to reconfigure and refocus a philanthropic strategy to maintain a priority of democratizing philanthropy, center racial equity and racial healing, and continue to build philanthropy by and for communities of color.

2022

March

Our team began work with Fidelity Charitable to craft a new primer on the wide range of ever-changing terminology of philanthropy to guide new donors and to provide tools for translating philanthropic identity into effective practices.

July

Ktisis grew once more, adding two senior directors, Alison Upton López and Estevan Muñoz-Howard.

September

We worked hard to live into our personal values by formalizing the firm's values, refining our service areas, and evolving our client screen to ensure alignment.

Values

This year we developed and clarified our organizational values to represent the inclusive culture of the firm. We are guided by these values and we lead with a commitment to justice in the way that we provide services, in how we engage with our staff and partners, and fundamentally how we aspire to move through this world.

In 2023 we will embark on developing and implementing strategies to more thoroughly translate and embed these values into practice throughout the firm.

Justice & Equity

We are committed to advancing justice – racial, social, economic, and environmental – through both our work with clients and our internal policies. We ground that commitment by treating people with fairness, dignity, and transparency. Much of philanthropy is made possible by systemic and structural inequities and we strive to challenge and transform those systems by centering the voices and perspectives of those most affected by these issues.

Integrity & Trust

We are impeccable with our word and know that this work is built on trust. We seek to maintain the highest standards of accountability to clients, colleagues, and the communities impacted by our work. We strive to be transparent, direct, and responsive in communicating our intentions, processes, and what we can or cannot do.

Care & Kindness

We treat ourselves and others with kindness, compassion, and respect. Kindness requires being brave and honest in our feedback, particularly regarding our boundaries –with each other, clients, partners, and ourselves. Through this value, we are committed to nurturing the mind, body, and spirit as a way of sustaining healthy individuals, organizations, and movements.

Wholeness & Complexity

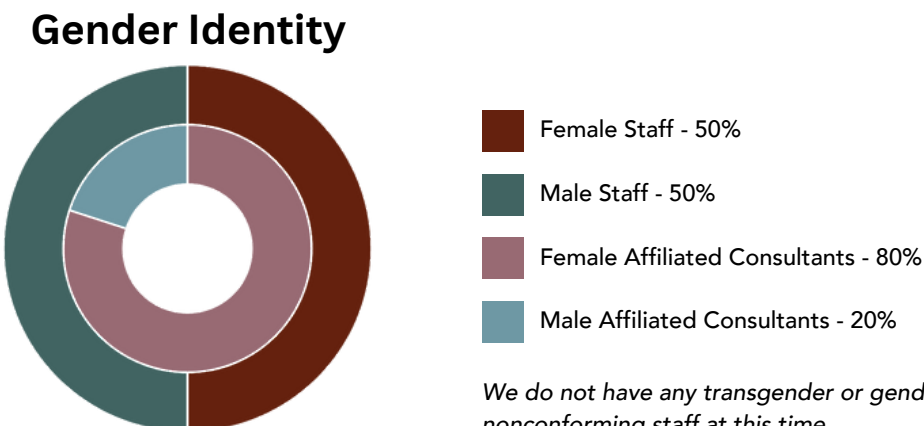
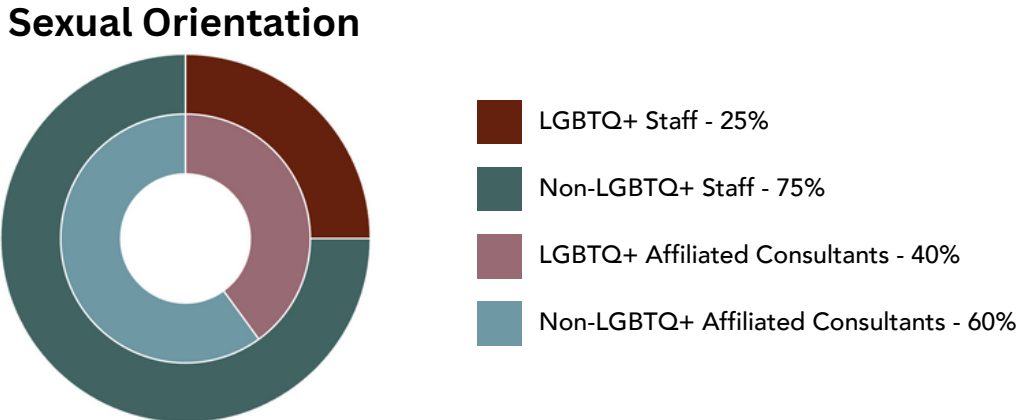
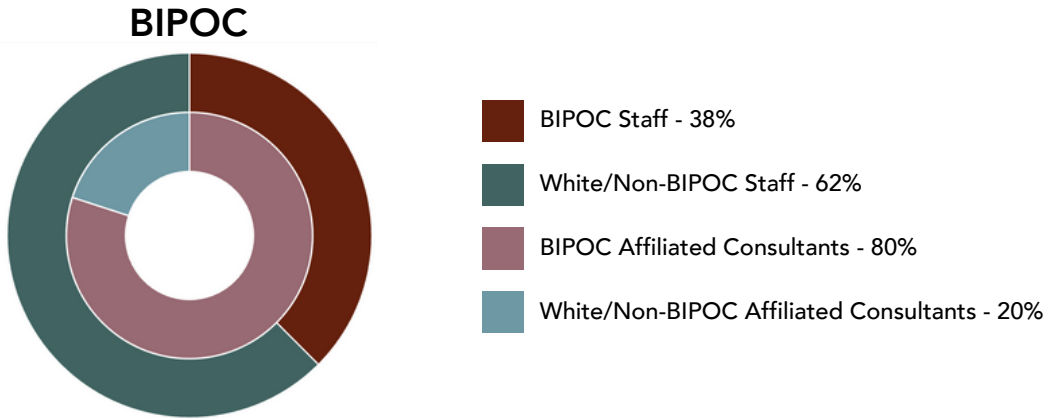
We acknowledge that everyone in our ecosystem is a complex, multifaceted individual. Diverse identities contain contradictions; we welcome them and strive to create space that invites our staff, clients, and partners to bring their whole selves as we collectively struggle toward a better world. We also understand the complexity of our work and strive to acknowledge and balance its tensions – inspiring visions and pragmatic planning, speedy decision-making and thoughtful processes, ambitious goals and human limitations, achieving immediate impact while also sustaining the work and long-term horizons which systems change demands.

Learning & Curiosity

We value learning and reflection and aim to find opportunities to grow as individuals and as a firm. Given the power dynamics and imbalances ingrained in this work, we especially prioritize the importance of humility in our approach to learning. We actively strive to learn from others, particularly those most impacted by historical and current injustices. No one person is the expert on any issue or movement, and we recognize that everyone has room to learn, knowledge to share, and areas to grow.

Our Team

Ktisis Capital prides itself on hiring a team of dedicated and innovative leaders with a passion and commitment to justice in all its forms. We firmly believe that convening a team from varied backgrounds who hold diverse and intersecting identities is not only representative of the world but lends a unique set of perspectives to the way that we approach our work with clients.



We do not have any transgender or gender nonconforming staff at this time.

We are a team of dedicated and innovative leaders with a passion for and commitment to justice in all its forms. We approach our work through a unique mix of experience in philanthropy, social change, business and product development, operations administration, public administration, and more.



Anna Baeten (she/her)

Senior Consultant

Anna advises clients in their grantmaking primarily in the areas of environmental conservation and justice, nature-based, the preservation of Indigenous wisdom, and regenerative agriculture/economies. Her experience in organizational sustainability, operational scaling, leadership development, executive coaching, and curriculum development often overlaps her work in donor advising, both serving donors and the organizations which they support.



What is something that you read in 2022 that really made you think, shifted or expanded your perception or understanding, or inspired you?

I read many fantastic books in 2022 on a wide variety of topics. The books that I have recommended the most frequently throughout the year include: The Righteous Mind - Jonathan Haidt, The Myth of Normal - Gabor Mate, How the Word is Passed - Clint Smith, Invisible Women - Caroline Criado Perez, and What My Bones Know - Stephanie Foo.

Jakki Behan (she/her)

Executive Assistant

Jakki's role is to streamline the behind the scenes work so that our wonderful staff can focus on what they do best. You'll find her wrangling calendars, beautifying spreadsheets, or looking up flight information.



What do you see emerging in the field/in this work that excites you?

I am invigorated by the current worker rights movement brought forth from the pandemic. I am passionate about sustainability for both humans and the environment. With the abundant wealth and technology available in the world, nobody should have to struggle to survive and thrive.

Ricardo Benavidez, MPA (he/him)

Senior Associate

Ricardo brings 10 years of experience in relationship and network building, strategy, and communications to Ktisis Capital. He works primarily with individuals, families, and private foundations as strategy and organization advisor on formulating their giving strategies. Ricardo manages the Ktisis Capital communications portfolio and is responsible for developing a strategy that advances the work of the firm and our partners. His passions include organizational dynamics, development, and culture. It is his working philosophy that resituating the power and money in the hands of those directly affected and who are working on the frontlines of movements is the most impactful and just course of action.



What is something that you read in 2022 that really made you think, shifted or expanded your perception or understanding, or inspired you?

Sometimes reading work-related materials can send me into a doom spiral about the amount of progress that still needs to be made in areas that it feels like we've been working in for decades. In 2022, I took a step back to examine the place of immense privilege I was coming from. What privilege I have to be able to read about and work toward eradicating such issues and not be living through all of them?

I recently re-read *Decolonizing Wealth: Indigenous Wisdom to Heal Divides and Restore Balance* by Edgar Villanueva. This now field-staple has guided me since its release, but on this second read I really focused in on the idea that if money is medicine, then medicine really means to restore balance and harmony. This work shouldn't just focus on solving problems and curing ills, it should focus on restoring balance to the lives of people. That's advice that I am taking with me into the new year.

Michele Bookie, MEd (she/her)

Senior Associate

Michele brings a range of experience working in higher education and small business operations to Ktisis Capital. She serves in operational support roles with clients such as One for Democracy and Movement Voter Project. Through her innate ability to develop new and master existing systems and processes, Michele is a trusted advisor and relationship holder with clients. Michele also manages the internal operations of Ktisis Capital.



What is something that you read in 2022 that really made you think, shifted or expanded your perception or understanding, or inspired you?

In 2021, I read *Cassandra Speaks* with a community of other women in leadership. I then revisited the book in 2022 with my 16-year-old daughter, Avery, as a way to understand and acknowledge how the human story changes depending on who is telling the story. After the reminders that "History isn't what happened, it's who tells the story," *Cassandra Speaks* also provides a guide to building tools to be both resolute and caring.

This book stuck with me as 2022 continued to provide examples of how important women are in the telling of history, and how culture follows the initial story told. This was evident in the overturn of *Roe v. Wade*. The necessity to include women's perspectives was further exemplified once again in the Georgia run-off of 2022, where voter numbers showed how Black women once again led the charge in winning that election and proved that women storytellers are not only important but required.

Jason Franklin, PhD (he/him)

Founder & Principal

Jason launched Ktisis Capital after spending over 20 years in philanthropy as a grantmaker, donor educator, trustee, organizer and scholar. He began organizing for social justice when he was 14 and co-founded Oregon Students Supporting Education and has spent his entire life working for social change and helping mobilize resources for justice. Jason has served on over 20 boards and helped found a range of new projects from Solidaire to Give Out Day and loves supporting others in launching new efforts and figuring out the best strategies to support movement building around the world. Building on these 20+ years of philanthropic and organizing experience, his work is focused on moving resources to racial, social, economic, and environmental justice and building the skills and capacity of individuals and communities to take action.



What is something that you read in 2022 that really made you think, shifted or expanded your perception or understanding, or inspired you?

I have a copy of *The Hill We Climb*, Amanda Gorman's amazing inauguration poem – which she recited before Biden was sworn in as President only weeks after the January 6th insurrection in 2021 – and read it many times over the last year as a source of hope and a reminder of the need to persevere as I worked with people to protect and strengthen our democracy. It's all too easy to be overwhelmed by the task at hand, Gorman writes of her process during the writing of this poem, to take it one step at a time. That as much as anything has motivated me to move through this work with simultaneous urgency and self care. From her poem, "But while democracy can be periodically delayed, It can never be permanently defeated."

Estevan Muñoz-Howard (he/him)

Senior Director

Estevan brings over 15 years experience leading programs and coalitions dedicated to building the democracy our nation has always needed. He previously worked as Interim Co-Director and Senior Program Officer of the Piper Fund, where he organized donors, convened field partners, and helped raise and steward funding in support of state-based organizing and structural reform efforts across the country. He is thrilled to continue building on this work with Ktisis Capital.



What do you see emerging in the field/in this work that excites you?

One ecosystem development that has inspired me over the past year is the growing tolerance among donors and foundations to walk the path of trusting communities enough to: a) increase funding for power-building work, b) make more multi-year grants to community-based organizations, and c) move money earlier in the coalition lifecycle, rather than focusing investments on the final weeks of a campaign. This move from philanthropic transactionalism to community-driven transformation is critical for our field, and it is exciting to see more funders operationalizing this shift.

Michael Pratt (he/him)

Senior Associate

While working with a range of clients on a mix of projects, the primary focus of Michael's role is creating resources and opportunities to help donors, foundation staff, and others be more effective in their work. Throughout his career, Michael has supported or managed the delivery of 100+ educational and field building programs for donors and grantmaking professionals. Some highlights include creating and supporting the Democracy Action Lab at The Philanthropy Workshop; facilitating Destination Impact, a learning community for donor education and organizing networks across the country; co-authoring "[Discovering your philanthropic identity: Giving approaches, strategies, and philosophies](#)," in partnership with Fidelity Charitable's Private Donor Group; and leading the foundational research and development of a [program officer competency model](#).



What do you see emerging in the field/in this work that excites you?

I've been excited and heartened by the marked uptick in attention paid to disability justice by philanthropy – in funding priorities, media outlets, infrastructure creation, and more. While [Disability Funders Network](#) has been around since 1994, this broader proliferation is long overdue; for, as [noted here](#), 1 in 4 people in the US live with disabilities – and thus "every policy is a disability policy." Between [RespectAbility's](#) recent [publication](#) (a comprehensive report on disability in philanthropy and nonprofits), the wealth of resources provided by the [Disability & Philanthropy Forum](#) (created in part in response to this [2019 call to action](#)), and numerous recent entries in gray literature (such as [this SSIR collection](#)), there are many avenues for educating on, organizing around, and funding disability justice. This level of infrastructure is vital for, as Daphe Frias, youth activist and organizer, said: "Disabled people live at the intersection of all systems of oppression and social justice issues. There isn't one issue or one intersection where you will not find disabled individuals advocating for or experiencing the effects of those issues."

Alison Upton López, MA (she/her)

Senior Director

Alison is excited to have joined Ktisis in 2022. She works with families and individuals advising on their giving, as well as other entities on organizational development and strategy. She is trained as an executive coach and loves working to align strategy with values. She leads with authentic vulnerability and brings experience leading a family foundation, as well as a number of leadership roles in nonprofits.



What is something that you read in 2022 that really made you think, shifted or expanded your perception or understanding, or inspired you?

I adore reading. A sign of a good book is one that I either want to throw against the wall or can't put down, ideally both! The Persuaders (Anand Giridharadas) frustrated and angered me, but ultimately left me with hope for democracy and movement building. Set Boundaries, Find Peace (Nedra Glover Tawwab) became my personal guidebook last year as someone who struggles with boundaries. And finally, I love fiction and couldn't put down Our Missing Hearts (Celeste Ng) because of its story of love and injustice.

Services

We advise clients across three categories: individuals and families, donor networks and collaboratives, and foundations and grantmakers. Clients come to us seeking guidance and expertise in a variety of areas from giving and grantmaking to strategy and program design, program and operational support, governance, research, and learning.

Grantmaking

We work with individuals and organizations to develop, adopt, and improve effective giving practices, drawing on expertise regarding collective giving, participatory grantmaking, and centering those most affected by the problems we aim to solve. Our work spans a range of program areas and experience levels, with expertise in grantmaking strategies from conception through implementation. This work ranges across the areas of systems change, grappling with identity and power, translating strategy to practice, due diligence, democracy building, field building, and more, all with an eye toward moving more money more effectively to advance justice.

Strategy & Program Design

We work with clients through iterative and collaborative processes to build programs and strategies to have the deepest impact. Our team of consultants help create short- and long-term strategies, articulate giving philosophies and grantmaking principles, how and when to consider various philanthropic vehicles, the role of advocacy and education, and much more. Engagements can last from periodic, virtual programs, one-day immersive strategy sessions, to ongoing and continued advising. We also work to integrate strategy and programs across organizations and enterprises, including comprehensive communications plans for internal and external audiences.

Program & Operational Support

We provide services that enable clients to start, scale-up, or streamline programs and initiatives. We regularly serve as added capacity for one-time or emerging projects not yet ready for full-time staffing and support existing teams with shifting and complex organizational management challenges. This includes developing special programs, starting and managing grantmaking programs or initiatives, refining processes and procedures, ensuring continuity by staffing a program during staff/leadership transition, and serving as sounding board and confidential advisor during planning and ideation of program development.

Governance

We provide experience and person-power to help develop and guide key governance structures and policies. We have expertise in navigating the dynamics entailed by the unique personal and organizational contexts, including serving as a confidential advisor and thought partner to family leaders, establishing new governance structures and policies, evolving existing structures and policies, linking governance to programming and grantmaking strategy, leadership transitions, and maintaining and refining decision-making processes. We have served clients ranging from small community foundations to multi-billion dollar international operations.

Research

We work with clients to develop and refine their areas of interest, with expertise in cultivating a network of field and movement leaders. We perform landscape scans and topical research, pulling together large amounts of data and information from the field and distilling it down to consumable and accessible formats, providing our clients with the information needed to make informed decisions. These audits of the current and future capacities of the field provide the data necessary to inform programmatic needs and strategic direction for our clients.

Learning

We design, develop, and deliver tailored learning opportunities and coaching for both individuals and full organizations. This work spans a range of areas and experience levels – whether you are looking to go deep on a specific topic or are looking to bring your stakeholders up to speed on the policies and practices of the field, our team of consultants can customize any learning experience to your specific needs. We collaboratively create opportunities for learning around new partnerships, areas for growth, and innovations that align with new priority areas or build upon the legacy of existing work.

Clients

The work to advance justice – and mobilizing the resources to support this work – spans the globe and so does the work of Ktisis Capital. From 2021 to 2022, we experienced significant growth in both the range of clients served and funds we helped move to the field. We grew from working with 21 clients in 2021 to 32 clients last year. In terms of dollars moved, in 2021 we stewarded more than \$7 million and advised projects that moved over \$60 million into the political and social justice landscape, while last year we directly stewarded over \$25 million to the field and advised efforts that collectively moved more than \$300 million.

The type of client and breadth of projects that we work on varies across the spectrum from short, one-time engagements with families, to multi-year contracts designing and implementing strategy and programs with philanthropic organizations. Below are some examples of the work our firm undertook in 2022.

Jessie Bluedorn & The Carmack Collective



Who they are: Jessie Bluedorn is a young inheritor, donor, and donor organizer who is turning her eye toward redistributive and collaborative philanthropy through the founding of [The Carmack Collective](#), a family endowed, impact invested donor advised fund that will grant over half a million dollars annually in exploratory and multi-year unrestricted grants, as well as through a flow fund.

Ktisis engagement: Over the last year, Ricky has advised and Jason has supported Jessie as she established The Carmack Collective, covering areas from selecting a values-aligned DAF provider ([read our blog post about the process here](#)), to advising on participatory and trust-based practices such as establishing an advisory board of movement leaders and running a flow fund through the DAF.

One for Democracy



Who They Are: One for Democracy mobilizes individuals and foundations to contribute at least 1% of their net worth to protect and strengthen our democracy.

Our Role: Jason serves as Senior Advisor to O4D, helping develop organizational strategy, engage & advise individual donors, develop and deliver donor education programming throughout the year, and record the weekly podcast 10 Minutes on Democracy.



Fidelity Charitable

Who they are: [Fidelity Charitable](#) is a nonprofit organization that helps donors maximize their generosity through donor advised funds. The U.S.'s top grantmaker, Fidelity Charitable distributed \$10.3 billion to charities in 2021.

Ktisis engagement: Jason and Michael partnered with the Fidelity Charitable team to create "[Discovering Your Philanthropic Identity: Giving approaches, strategies, and philosophies](#)," a resource designed to help donors understand and navigate the complexities they face and engage more deeply and strategically with their giving. The resource resulted from a wide survey of the literature and conversations in the field to identify the themes, issues, and complex terms of practice that continue to evolve.

mannifera

Mannifera

Who they are: The [Mannifera](#) collective is an Australian donor network. The name Mannifera derives from the Eucalyptus Mannifera, a tree native to the Kangaroo Valley region where the idea for the initiative took root, and known for its resilience – capable of surviving in poor conditions and thriving when given resources, much like the democratic movements they support.

Ktisis engagement: Mannifera was established with Ktisis' support to address issues of economic inequality and strengthening democracy. Since helping establish the collective, Jason and Michael have served as strategic advisors, critical friends, and facilitators across a range of Mannifera's activities and co-develop and facilitate Mannifera's annual muster.

Movement Voter Project



Who they are: [Movement Voter Project](#) works to strengthen progressive power at all levels of government by helping donors support the best and most promising local community-based organizations in key states. In 2022, MVP mobilized over \$80M to support frontline organizers working in critical races across the country.

Ktisis engagement: Jason serves as Senior Advisor to MVP supporting org-wide strategy development and leads MVP's advising of their highest capacity donor partners. Additionally, Jason, Estevan & Michele directly advised over 250 donors who gave with MVP in 2022.



W.K. Kellogg Foundation

Who they are: The [W.K. Kellogg Foundation](#) supports children, families, and communities as they strengthen and create conditions that propel vulnerable children to achieve success as individuals and as contributors to the larger community and society.

Ktisis engagement: Partnering with our affiliated consultants Hali Lee and Letarik Amare, Jason and Ricky are working with the W.K. Kellogg Foundation to support the transition of the Catalyzing Community Giving cohort and the future of the Accelerate Philanthropy portfolios to reconfigure and refocus a philanthropic strategy that maintains a priority of democratizing philanthropy, centers racial equity and racial healing, and continues to build philanthropy by and for communities of color. This work includes an organization-wide communications plan that ties into existing strategy across the U.S., Mexico, and Haiti, and creates a launchpad for the Foundation's centennial celebration in 2030.

Peterffy *foundation*

Peterffy Foundation

Who they are: The Peterffy Foundation is a family foundation that works on environmental protection across the Americas and Europe, regenerative agriculture, and Indigenous leadership across the globe. Projects in 2022 included supporting Honor the Earth, the Women's Earth and Climate Action Network International, Land is Life, Global Greengrants, Ekvn-Yefolecv, Mothers of the Amazon, Bioneers, Sky's the Limit Fund, and Conservation Carpathia.

Ktisis engagement: Ktisis has advised the foundation since its inception and our partnership has grown with Jason, Anna, and Alison each advising trustees and funds from their grantmaking to learning opportunities. Ricky serves as foundation business support, and our entire team advises on organizational operations.



Raikes Foundation

Who they are: A private foundation, the [Raikes Foundation](#) works to break down the barriers that stand in the way of young people's success and to build up the environments where they learn, live and grow. One way that they do this is through Destination Impact, an ongoing series of convenings and community for leaders of donor organizing and education groups. The goal of Destination Impact is to learn and think together about the challenges facing philanthropy and the opportunities to support more donors to give with more impact.

Ktisis engagement: Over the last three years, Jason and Michael have supported the activities of Destination Impact. This has involved organizing shorter, topical virtual programs and serving as co-organizer and lead facilitator for their annual two-day program, which includes a mix relationship building, sharing & reflection, peer learning, and visioning activities.

2022 Clients

Individuals & Families

Jessie Bluedorn/The Carmack Collective
Live Your Rhythm
One Small Planet LLC
Peterffy Foundation
Progressive Political Power Fund
Several anonymous individuals and families

Donor Networks & Collaboratives

Community Foundations of Australia
Funders Collaborative for Youth Organizing
Mannifera Funders
Movement Voter Project
One for Democracy
Philanthropy Australia
Philanthropy New Zealand
The Philanthropy Workshop
Private Wealth Network
Progressive Women's Alliance

Foundations & Grantmakers

Australian Communities Foundation
Australian Environmental Grantmakers Network
Australian Jewish Funders Network
Fidelity Charitable
Grand Traverse Regional Community Foundation
Raikes Foundation
Reichstein Foundation
Robert Wood Johnson Foundation
Roscommon County Community Foundation
TEW Foundation
Thousand Currents
Voqal
West Michigan Progress PAC
WK Kellogg Foundation



At Ktisis Capital, our commitment to Justice, Equity, Diversity, and Inclusion is core to who we are. Our firm exists to mobilize resources for justice – racial, social, economic, environmental, and more. We lead with a commitment to justice in the way that we provide services, in how we engage with our staff and partners, and fundamentally how we aspire to move through this world. We believe that it is our duty to advance access to opportunities to those most marginalized by historic and current systems and structures of oppression which disproportionately impact Black, Indigenous and People of Color; women; LGBTQ+ peoples; and ethnic and cultural minorities.

We recognize that as we continue our work to live into our commitment to Justice, Equity, Diversity & Inclusion, our work is informed by our own privileges and biases. We acknowledge that this work is ever evolving and our efforts are never complete.