



FundWell

A Swift Summary of Wellbeing Stuff for Funders

Hello Changemakers,

As much as it often feels like ‘one step forward and two steps back’ to prioritise and take care of my own wellbeing, for many folk it’s more like ‘one step forward and ten steps back’. That’s the impact of what is called ‘Minority Stress’, a term often used to describe the additional weight and difficulty of moving through a society designed for cisgender, heterosexual people as LGBTQ+, or through a workplace designed for white Americans as an immigrant of colour. There is additional friction, tension, and hurdles that have to be faced—some everyday, some life altering.

This month we cover just a few of the identities people are born with and circumstances people are born into that mean wellbeing is even more difficult to hold on to. And the reminder that wellbeing does not have one universal recipe or algorithm for success. Wellbeing is something we weave for each other and ourselves as our paths and threads cross through countries, context, politics, time, and life. Let’s weave gently, let’s weave well.

Jessamyn & The Funders+Wellbeing Group team



"LGBTQIA Pride - Rennes - 2017" by missbutterflies.

Description: A Black person wearing a blue shirt, jeans, and a black cap with rainbow flags hanging by their face. They are holding the corner of a large rainbow flag being carried through a French LGBTQIA Pride Festival.

FundWell Essentials

- The Trevor Project's [2023 USA survey of LGBTQ young people](#) paints a sobering picture of the connection between wellbeing and actions all of us can contribute to making the world safe, kind, and supportive for LGBTQ youth.

- The Brookings Institute makes [a compelling case](#) for why wellbeing and racial equity and justice are inextricably connected.
 - Pakistani researchers, Salameh et al, [collected data from 1,500+ households](#) in Punjab and found that socioeconomic status, specifically as demonstrated through both income level and owning your home are key determinants of wellbeing.
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Talking Points: pick one and start a conversation!

- What do you think it means to be LGBTQ affirming in the workplace or in the way you show up with nonprofits and communities? How can you and your colleagues encourage each other to consistently use [LGBTQ inclusive language](#)?
 - Imagine making a case for your org to change their measures of success from outputs such as income or education, to measuring wellbeing of communities and individuals. How would you frame the case, given the issues and topics your org focuses on?
 - For the nonprofits you fund, what percentage of their workforce would you estimate rents vs owns their homes? Given local context, do you think this is a choice or a necessity? What are 3 creative ways you could support more nonprofit staff homeownership?
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Words on Wellbeing

"I'm just so tired, I don't know how many times I have to remind my boss of my pronouns." Learn more about Minority Stress and the impact that marginalized minority groups experience in comparison to dominant groups in the workplace, [from 2SLGBTQIA+ educator, Jade Pichette](#).

How does your funding organisation define wellbeing? Does it support wellbeing for its stakeholders? [Reflect and share here, in the Funders + Wellbeing Survey](#).

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The Wellbeing Project, 8 rue de la Pierre-Levée, Paris 75011, France

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