

About New Pluralists

New Pluralists is focused on culture change — on shifting the norms, values, skills, and behaviors that shape the way we see each other and ourselves. This is not to downplay the importance of structural change to reform institutions and enact policies to remedy deep inequities of power and build a healthier, more inclusive democracy. We believe that culture change and structural change must go hand-in-hand. We see our work as advancing a larger vision for change, strengthening pluralist culture and complementing the vital work of others to reform structures, policies, and institutions. When we see each other’s humanity and foster respect across our differences, we strengthen our capacity to address unequal concentrations of power and injustices that persist.

THE CHALLENGE ~ Since the earliest days of our nation’s founding, the seeds of racial and social injustice were sown by slavery, displacement, and genocide. Ever since, the work of living up to our founding ideals has been unfinished, with hopeful steps forward alongside profound failures. Today, the promise of pluralism remains, yet we the people are more divided than ever. Many forces exploit our differences, stoke anxiety, and fuel our worst impulses. Americans too often distrust, disrespect, and dehumanize each other — undermining our ability to tackle challenges large and small, and enabling hate, extremism, and violence to take root. America is on a precipice, but this is also a moment of possibility. Most of us are exhausted by the prevailing culture of “us versus them” and long for a better way forward. There are countless examples of people and communities working together across divides to tackle hard issues and to imagine a new future. Will we seize this moment of possibility or will we squander it?

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New Pluralists (NP)

Description:

New Pluralists is a funder collaborative focused on supporting the growing field of practitioners, storytellers, researchers, and innovators working to foster a culture of pluralism in America.

Stakeholder(s):

Practitioners

Storytellers

Researchers

Innovators

New Pluralists Funders :

The funders who have joined forces to launch this collaborative have each supported work toward this vision. We have distinct priorities and divergent ideological views, and we see our differences as an essential feature of a healthy democracy and effective philanthropy. We share a belief in the urgency of fostering new pluralism in America, and we are committed to embracing pluralist values and behaviors in our work with each other and with the field... We have three types of funding partners - governing partners, affiliate partners, and power-up funders. All our funders provide general support. Our governing partners accompany our team, champion our work, and actively shape our strategies with us. As our governing body, they represent different dimensions of our work, sit across an ideological spectrum, and tap into different networks - enabling us to actively practice pluralism as part of our decision-making practices. Eligibility to join our governing partner body is a commitment of \$1M/year for 2-3 years. Governing partners are invited and approved by the governing body, which is capped at 12. Our affiliate partners join us as learners, and may be invited to help shape particular strategies and initiatives based on their interests, perspectives and networks. They are invited to attend select funder and Field Builder gatherings, to grow their connection to New Pluralists, the community, and the field. Eligibility to become an affiliate funder is a commitment of \$250,000/year, preferably for at least 2 years. There is no cap for affiliate membership. Our power up funders believe in our mission and put their faith in us to manifest our vision. They give any amount, and there is no cap.

Lubetzky Family Foundation

William and Flora Hewlett Foundation

Fetzer Institute

Einhorn Collaborative

Charles Koch Institute

Acton Family Giving

The Klarman Family Foundation

John Templeton Foundation

Rockefeller Brothers Fund

Walmart Foundation

Christen Moreau :

Acton ~ Christen is the program officer for the Acton Family Giving's Empathy Building Initiative, where she actively learns about the power of stories and its role in creating connection across lines of difference and fostering understanding. As part of AFG's grantmaking approach, she seeks to center the grantee, be open and transparent, and minimize any burden often associated with donor-grantee relationships. Her prior work and experiences have focused on the fundamental right to education and healthcare, through a lens that values and uplifts human dignity. She believes in the inherent good of the individual and the electric force of the collective will.

Emma Pompetti :

Acton ~ Emma is the Managing Director of Wildcard Giving, a family of philanthropic entities committed to community through a common set of values, grantmaking practices, and staff. Over the past seven years, Emma has supported the board and provided leadership to build out three distinct organizations, Acton Family Giving, Solidarity Giving, and Sunlight Giving. Each has its own mission and goals, but hold a shared belief in an individual's right to dignity, agency, justice and self-determination, and work together to further civic values, collective responsibility, and our common humanity. Emma is also the co-founder/VP of Good Gravy Films, which funds compelling stories that engage audiences with authentic, humanizing characters. Emma previously worked at Apple and Sundance Institute.

Sarah Ruger :

Stand Together Trust (formerly Charles Koch Institute) ~ Sarah Ruger is Vice President of Free Speech & Peace for the Stand Together community. She also leads the Courageous Collaborations initiative for Charles Koch Institute and Charles Koch Foundation - a project to support a field of diverse researchers, educators, community leaders, and rights activists to discover and apply the tools needed to foster a culture of peaceful pluralism. Sarah serves on American Academy of Arts & Sciences' Commission on American Political Economy and the Common Good as well as the Freedom Forum's Council of Advisors and co-chairs the New Pluralists Collaborative. She previously managed external relations for the Institute for Humane Studies, connecting academic research on human and societal wellbeing with opportunities for public policy impact. Sarah has written for USA Today, Inside Higher Ed, and Chronicle of Philanthropy, among others. She earned her bachelor's in political economy and Spanish from Belmont University in Nashville, Tennessee. Sarah now lives in the Great Falls, Virginia, with her husband Charlie and their unruly hound dog.

Jennifer Hoos Rothberg :

Einhorn Collaborative ~ Jennifer Hoos Rothberg is the executive director of Einhorn Collaborative, a nonprofit foundation dedicated to addressing America's growing crisis of connection

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by advancing the science and practice of empathy, mutual understanding, and relationship building. Jenn oversees all aspects of the foundation in partnership with its Founder and Trustee, David Einhorn, including setting strategic priorities and building collaborative partnerships that advance our ability to see our common humanity in a new light and solve our biggest problems together. An alumna of Cornell University, she lives in NYC with her husband, two children, and cockapoo, Zucca.

Jonathan Gruber :

Einhorn Collaborative ~ Jon Gruber is a strategy lead at Einhorn Collaborative, a foundation that addresses America's growing crisis of connection by advancing the science and practice of empathy, mutual understanding, and relationship building. Jon leads Einhorn's Building strategy focused on strengthening a relational, pluralist culture in America in a range of ways. Jon is also chair of the board of PACE (Philanthropy for Active Civic Engagement). Before joining Einhorn, Jon worked as a management consultant, as director of education for a nonprofit that supports Holocaust rescuers, and as a teacher. Jon lives in NJ with his wife Lara and their two boys.

Daniel Stid :

Hewlett Foundation ~ Daniel Stid directs the U.S. Democracy Program at the William and Flora Hewlett Foundation. The program seeks to strengthen national governing institutions and support trustworthy elections in our polarized age. Previously, Daniel was a partner at Bridgespan, a nonprofit consultancy. Daniel began his career teaching political science at Wabash College. He has also served as a Congressional Fellow on the staff of the House Majority Leader and is the author of *The President as Statesman: Woodrow Wilson and the Constitution*. Daniel blogs on the interplay between civil society and democracy in America at <https://www.theartofassociation.org>.

Richard Bollinger :

John Templeton Foundation ~ Richard Bollinger is responsible for the management of the full life cycle of the grant process and the development of new funding initiatives within the Character Virtue Development, Intellectual Humility, and Science of Virtue funding areas at the John Templeton Foundation. He is a licensed clinical psychologist and previously worked as the Director of Psychotherapy Services at the Clinical Practices of the University of Pennsylvania's Outpatient Psychiatry Center. Rich received his Ph.D. from the Rosemead School of Psychology at Biola University and his B.A. in History from Cornell University.

Jessica Baylor :

Klarman Family Foundation ~ Jessica joined the Klarman Family Foundation in 2020 as a Program Officer. Jessica's work focuses on ensuring a healthy democracy at the national and local level. Prior to joining the Klarman Family Foundation, Jessica was the Practice Manager at TDC, a nonprofit management consulting and research firm. Jessica has experience across the for-profit and nonprofit sectors in New York and Boston in a variety of human resources and philanthropic-related roles. Jessica's interest in the philanthropic sector developed during her time at The Boston Foundation, where she coordinated the Foundation's programmatic strategies related to education-focused grants and initiatives. Jessi-

ca earned a Master's degree in Organizational Change Management from the Milano School of International Affairs, Management and Urban Policy at the New School and a Bachelor's degree in Urban Studies and French from the College of Wooster. Jessica serves on the boards of YWCA Newburyport, EPIP Boston (Emerging Practitioners in Philanthropy), DEI Alliance for the City of Newburyport and the Graduates of Color Taskforce for the Noble and Greenough School.

Jonathan Horowitz :

Klarman Family Foundation ~ Jonathan serves as Director, National and Democracy Initiatives at The Klarman Family Foundation. The Foundation seeks to identify areas of unmet need and to advance solutions to addressing them. Underlying all of the Foundation's work is a passionate belief in the promise and importance of creative thinking, strategic leadership, and strong organizations to help bring about change. As a way to learn and create greater impact, the Foundation values acting in partnership with other funders. Its work spans regionally, nationally and internationally and focuses on ensuring a healthy democracy; advancing understanding of the biological basis of health and illness; supporting the Jewish community and Israel; and expanding access to vital services and enrichment opportunities in Greater Boston. Core to the Foundation's values is a commitment to building social cohesion and addressing hate within and across communities. Prior to joining the Foundation, Jonathan served as a vice president of global philanthropy at JP Morgan Chase & Co, managing the firm's New York area grantmaking in the fields of financial empowerment and economic development. Jonathan serves on the boards of Footsteps and UpStart. He earlier served on the boards of Joshua Venture Group and Slingshot Fund, co-chaired the New York Grantmakers in the Arts, and served on the executive committees for NYC Workforce Funders and the Hive Digital Media Learning Fund. Jonathan earned an MPA from New York University and a BA from Brandeis University.

Michael Johnston :

Lubetzky Family Foundation ~ Michael Johnston is Chief Philanthropic Advisor for Daniel Lubetzky and President of the Lubetzky Family Foundation and The KIND Foundation, where he focuses on empathy building through initiatives like Starts With Us, Empatico, and OneVoice. Previously, Michael served as President/CEO of the Jewish Community Foundation of Greater Hartford and CEO of the United Way of Western Connecticut. He also spent 20+ years working in public and asset backed finance. Michael has served on the boards of numerous nonprofit organizations. His experience as an "end of life doula" informs his thinking on why declining empathy is a great societal challenge.

Rodney McKenzie, Jr. Mdiv :

The Fetzer Institute ~ Rodney is an openly gay person of faith, a community organizer, and a reverend. Rodney currently is the Vice President of Ally Development at the Fetzer Institute, a foundation who's work is focused on building the spiritual foundation for a loving world. His role is to build out a network of friends and funding partners who desire to co-conspire in transforming the world into a more loving home for all. Rodney most recently came from Demos, a "think-and-do" tank that

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powers the movement for a just, inclusive, multiracial democracy.” Rodney served there in many roles, most recently as Executive Vice President leading the organization’s programmatic, movement building, and communications functions. Prior to Demos, Rodney worked at the National Gay & Lesbian Task Force—the nation’s oldest national LGBTQ advocacy organization—where his work focused on disrupting the national narrative that LGBTQ people aren’t people of faith and that people of faith don’t support LGBTQ equality and running smart field campaigns to win power for marginalized communities. Earlier in Rodney’s career, he co-founded Expansion Church where he served as its spiritual director, regularly preaching on Sundays using a framework of liberation theology. Rodney also served as the Executive Director of Resource Generation, an organization comprised of 18-35 year olds with access to wealth who are among the richest top 10% of individuals or families in the United States. Rodney received his Bachelor degree from the University of North Texas and a Master of Divinity from Union Theological Seminary in New York City. Rodney currently resides in New York, NY.

Sharif Azami :

The Fetzer Institute ~ Sharif Azami serves as a Senior Program Officer at the Fetzer Institute where he guides the Institute’s work on democracy. His work seeks to understand the transformative power of Love to mend America’s deepest divides, the importance of understanding complexity and nuance in transcending false binaries that often divide us, and the need for articulating a spiritually enriching vision for a pluralistic democracy in highlighting the connection between spirituality and civic action. In his prior roles, Sharif managed a portfolio of projects in the areas of democracy, faith and spirituality, and business ethics, and provided advisory support to Fetzer’s ally development efforts. Sharif has worked in the field of personal and societal transformation and peacebuilding since early 2000 with CIDA, Oxfam GB, and United Nations World Food Programme before joining Fetzer. He has also earned a master’s in International Development Policy from Duke University and a graduate certificate in Peace and Conflict Resolution from the University of North Carolina at Chapel Hill.

Field Builders :

New Pluralists is working in deep partnership with a community of Field Builders who are helping to shape our shared strategy, pursue new collaborations that advance field-level questions, and learn alongside us. The Field Builders are making distinctive contributions to new pluralism across a range of domains in this growing field—from depolarization, social healing, bridge building, and racial reconciliation to immigrant inclusion, collaborative problem-solving, civic skill-building, and interfaith engagement.

Jacqueline Novogratz :

Acumen ~ Jacqueline founded Acumen in 2001 with the idea of investing philanthropic patient capital in entrepreneurs seeking to solve the toughest issues of poverty. As a pioneer of impact investing, Acumen and its investments have brought critical services to hundreds of millions of low-income people worldwide. Jacqueline is also the New York Times best-selling author of *The Blue Sweater* and *Manifesto for a Moral Revolution: Practices to Build a Better World*.

Wendy Feliz :

American Immigration Council ~ Wendy Feliz is founding Director of the Center for Inclusion and Belonging at the American Immigration Council where she develops and socializes behavioral research, public communications campaigns, and community-based interventions. She is working to shape the culture away from one that draws lines around groups and marginalizes people based on their identity and towards one that is resilient and unified. She also serves as adjunct communications professor at Georgetown University.

Justin Giboney :

AND Campaign ~ Justin Giboney is an attorney and political strategist in Atlanta, GA. He is also the president of the AND Campaign, a Christian civic organization focused on raising civic literacy and dismantling the false dichotomy between social justice and moral order. In 2012 and 2016, he was a Georgia delegate at the DNC. Giboney has written extensively about the intersection between faith and politics, including the book *Compassion (&) Conviction*.

Trabian Shorters :

BMe Community ~ BMe Community Founder, Trabian Shorters is leading a national movement for institutional leaders to define black people by their aspirations and contributions then invest in their freedoms to Live Own Vote and Excel (L.O.V.E.). He’s a retired tech entrepreneur, philanthropist, New York Times bestselling author, teacher, and adviser to Top-50 foundations, journalism networks, social impact leaders, and high net worth individuals seeking to build equity without stigma.

John Wood, Jr. :

Braver Angels ~ John Wood, Jr. is a former nominee for congress and a former vice-chairman of the Republican Party of Los Angeles County. A noted writer and speaker on the subjects of political and racial reconciliation John’s written work has been featured in publications including *The Wall Street Journal*, *The Washington Examiner* and *Quillette Magazine*. He is a national spokesperson for the bipartisan organization Braver Angels and lives in South Los Angeles with his wife and three children.

Ted Johnson :

Brennan Center for Justice ~ Theodore “Ted” R. Johnson is a senior fellow and Director of the Fellows Program at the Brennan Center for Justice where he explores race and pluralism. He is a retired U.S. Navy Commander, including time as a White House Fellow and speechwriter to the Chairman of the Joint Chiefs. His book, *When the Stars Begin to Fall* (Spring 2021), explores how national solidarity can address the effects of racism.

Dee Davis :

Center for Rural Strategies ~ Dee Davis is the founder and president of the Center for Rural Strategies. Dee has helped design and lead national public information campaigns on topics as diverse as commercial television programming and federal banking policy. Dee is the chair of the National Rural Assembly steering committee; he is a member of the Rural Advisory Committee of the Local Initiatives Support Corporation, Fund for Innovative Television, and Feral Arts of Brisbane, Australia. He is also a member of the Institute for Rural

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Journalism's national advisory board. He is a member of the Board of Directors for the Institute for Work and the Economy.

Whitney Kimball Coe :

Center for Rural Strategies ~ Whitney Kimball Coe is the director of National Programs at the Center for Rural Strategies, where she leads the Rural Assembly, a nationwide movement striving to build better policy and more opportunity for rural communities across the country. As an organizer, speaker, moderator, and writer, Whitney has shared her perspectives on community and civic courage with audiences around the world. She lives in her hometown of Athens, Tennessee.

Jake Womick :

Center for the Science of Moral Understanding ~ Dr. Womick is a Postdoctoral Research Associate in the Center for the Science of Moral Understanding and the Deepest Beliefs Lab at the University of North Carolina Chapel Hill. His psychological research concerns political attitudes and behaviors, particularly how these relate to the experience of meaning in life. Dr. Womick's work has focused on psychological hurdles that inhibit pluralistic attitudes and behaviors. One of these hurdles is that pluralism characterizes the world as nuanced and complex, engendering uncertainty, and in turn threatens the experience of meaning in life. His current research leverages these insights to enhance the appeal of pluralism.

Kurt Gray :

Center for the Science of Moral Understanding ~ Dr. Gray is an Associate Professor in Psychology and Neuroscience at the University of North Carolina at Chapel Hill, where he directs the Deepest Beliefs Lab and the Center for the Science of Moral Understanding. He is also an Adjunct Associate Professor in Organizational Behavior at the Kenan-Flagler Business School at UNC, where he teaches about organizational ethics and team processes. Dr. Gray received his PhD from Harvard University.

Eric Liu :

*Citizen University ~ Eric Liu is the CEO of Citizen University and directs the Aspen Institute's Citizenship & American Identity Program. He is author of several acclaimed books, including *Become America* and *You're More Powerful Than You Think*. An Ashoka Fellow and a member of the American Academy of Arts and Sciences, he served in the Clinton White House and was appointed by President Obama to the board of the Corporation for National and Community Service.*

Kayla DeMonte :

Citizen University ~ Kayla DeMonte is the Managing Director at Citizen University, a non-profit working to build a culture of powerful, responsible citizenship across the US. In this role, Kayla oversees operations, communications, and program development for CU's national slate of programs, which focus on strengthening citizen power and renewing civic practices through gatherings, rituals, and shared learning experiences. Prior to her current role, Kayla was Director of Programs & Partnerships at the Seattle Metropolitan Chamber of Commerce and began her career in marketing & sponsorship at Seattle festival production company, One Reel.

Anne Snyder :

Comment Magazine ~ Anne Snyder is the Editor-in-Chief of Comment Magazine and the founder of Breaking Ground, a

*collaborative web commons created in 2020 to try to inspire a dynamic cross-section of thinkers and practitioners to engage the moral questions incurred by a year of crisis. She is also the author of *The Fabric of Character*, a pathbreaking book for philanthropists and institutional leaders, and hosts the podcast, *The Whole Person Revolution*.*

Brian Dijkema :

Comment Magazine ~ Brian Dijkema is Senior Editor of Comment Magazine, and Vice President of External Affairs with the think-tank Cardus. He is particularly interested in the ways in which a plurality of institutions rely upon, and enable each other to thrive, and the promise and challenge of maintaining a rich public unity in the midst of a plural society. Apart from Comment, Brian's work has been featured in National Affairs, the Wall St. Journal, and various Canadian journals and newspapers.

Amanda Broun :

Convergence Center for Policy Resolution ~ Amanda Broun is Executive Vice President at Convergence Center for Policy Resolution, a national non-profit, non-partisan organization dedicated to promoting dialogue and solving problems across ideological divides on issues of national importance. In addition, Convergence is promoting efforts to strengthen the bridge building field through partnerships, convenings, and communications strategies. As EVP, Amanda leads Convergence's work in field building, partnership development, communications, strategic planning, and board governance.

David Eisner :

Convergence Center for Policy Resolution ~ David is CEO at Convergence, bringing leaders together across political, ideological, sectoral and other divides to build trust and forge solutions to critical issues. His corporate, government and nonprofit experience featured significant coalition-building and cross-partisan leadership, including: running AmeriCorps in the Bush '43 Administration, leading the National Constitution Center under its chair, former President Clinton, and chairing the backbone development of President Obama's Serve.Gov initiative. At America Online in the '90s, David spearheaded the creation of NetworkforGood.org in partnership with multiple "competitors" in the Internet sector, making the first "Donate Now" button free to nonprofits.

Eunice Lin Nichols :

Encore.org ~ Eunice Lin Nichols is Vice President of Innovation at Encore.org where she catalyzes solutions to society's greatest challenges by bringing older and younger changemakers together to cogenerate a better future for all. In addition to designing and launching the Gen2Gen Innovation Fellowship, Eunice has led a number of Encore's signature programs, including the Gen2Gen campaign, The Purpose Prize, and Experience Corps. She is a Next Avenue Influencer in Aging and recipient of the James Irvine Foundation Leadership Award for advancing innovative and effective solutions to California's most significant issues.

Marc Brackett :

Yale Center for Emotional Intelligence ~ Marc Brackett, Ph.D., is the founding director of the Yale Center for Emotional Intelligence and a professor in the Child Study Center at Yale University. His research focuses on the role of emotional

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intelligence in learning, decision making, creativity, relationships, health, and performance. Marc is the lead developer of RULER, an evidence-based approach to SEL that has been adopted by 2,500+ schools. He is the author of *Permission to Feel*.

Denise Collazo :

Faith in Action ~ Denise Padín Collazo is a leader in social justice, mentor to fellow women of color, and family work integrator. As senior advisor for external affairs at Faith in Action National Network, Denise cements partnerships with movement and philanthropic leaders, and spearheads a new individual membership program. She is the author of *Thriving in the Fight: A Survival Manual for Latinas on the Front Lines of Change*.

Michael-Ray Mathews :

Faith in Action ~ Rev. Michael-Ray Mathews is the Deputy Director and Chief Faith Officer at Faith in Action where he has been on staff for nearly 15 years. Rev. Mathews is a native of Compton, Calif., and brings more than 30 years of leadership experience to this role – as a senior pastor, psalmist, and community organizer. He is the host of the *Prophetic Resistance Podcast*, where he engages multi-faith leaders in conversations about cultivating communities of belonging and sacred resistance to injustice. Rev. Mathews is president of the Alliance of Baptists, a progressive movement for justice and healing, and co-editor of *Trouble the Waters: A Christian Resource for the Work of Racial Justice*. Rev. Mathews is also a senior fellow at Auburn Seminary and co-founder of *Sympara*, a multi-faith/inter-spiritual community of practice, repurposing spiritual assets for the common good.

Brittney Jackson Brown :

Faith Matters Network ~ Brittney Jackson Brown (she/her) is the Operations and Development Manager for Faith Matters Network, a womanist-led organization accompanying social movement leaders. With a formal background in organizational development, leadership, and religious studies, Brittney brings into focus the need for developing strong systems to support growth. She has consulted for organizations in reproductive justice, disaster relief, and education policy projects. Brittney is an alumna of Purdue University (BA) and Vanderbilt University (M.Ed., MTS).

Jen Bailey :

Faith Matters Network / The People's Supper ~ Reverend Jen Bailey is an ordained minister, public theologian, and a national leader in the multi-faith movement for justice. She is the Founder and Executive Director of Faith Matters Network and Co-Founder of the People's Supper, a project that aims to repair the breach in our interpersonal relationships across political, ideological, and identity differences over shared meals. Rev. Bailey is an ordained elder in the African Methodist Episcopal Church.

Elizabeth Clay Roy :

Generation Citizen ~ Elizabeth Clay Roy is the CEO of Generation Citizen, a national nonprofit that provides youth with the knowledge and skills to actively participate in our democracy. Elizabeth has spent her career expanding opportunities for participatory policy-making and youth voice in education equity and economic opportunity. That has included leadership roles with South Bronx Rising Together, Opportunity Nation,

and creating the Office of Grassroots Governance for MA Governor Deval Patrick.

Jason Marsh :

Greater Good Science Center ~ Jason Marsh is the executive director of UC Berkeley's Greater Good Science Center and the founding editor-in-chief of the center's award-winning online magazine, *Greater Good*, which produce practical, research-based resources for a thriving, resilient, and compassionate society. Across his two decades at the GGSC, Marsh has led initiatives on Bridging Differences and Expanding Gratitude, has been founding producer of the center's online course and podcast, and has co-edited three books.

Scott Shigeoka :

Greater Good Science Center ~ Scott Keoni Shigeoka (they/he) is a creative leader working to strengthen national efforts that bridge divides and foster healing in the United States. Their work operates within four cultural spheres: Hollywood, Religion, Sports and Social Media. They serve as the Bridging Differences Fellow for U.C. Berkeley's Greater Good Science Center, where they produced the *Bridging Differences Playbook* and edX course. They're also the creative-in-residence for *Encore.org*—focused on bridging generational divides. Scott's forthcoming book *Seek: How Curiosity Can Change Your Life and Transform The World* focuses on the power of curiosity to turn us from judgment toward belonging.

Eboo Patel :

Interfaith Youth Core (IFYC) ~ Dr. Eboo Patel is Founder and President of IFYC, a non-profit organization working to make interfaith cooperation a social norm. He is a respected leader on issues of religious diversity, civic engagement, and the intersection of racial equity and interfaith cooperation. He is author of four books, many articles and frequent keynote speaker at colleges and universities, philanthropic convenings, and civic gatherings. He served on President Obama's Inaugural Faith Council.

Tony Banout :

Interfaith Youth Core (IFYC) ~ Tony Banout is the Senior Vice President at IFYC. He leads the team that manages IFYC's philanthropic partnerships and stewards IFYC's Board of Directors. He has over a decade of experience in nonprofit management and leadership, working in diverse fields such as social services, civil rights, and private foundations. Tony holds a Ph.D. from the University of Chicago, where he worked on the intersections of democratic theory and religious diversity as a Provost Dissertation fellow and a fellow of the Martin Marty Center for the Advanced Study of Religion, and a B.A. in Business from St. John's University.

Alison Cashin :

Making Caring Common ~ Alison Cashin is the Director of Communications & External Relations for Making Caring Common, a project of the Harvard Graduate School of Education committed to raising children who care for others and the common good. As a communicator and advocate for more than two decades, Alison has helped mission-driven organizations put their ideas into practice, build and engage diverse audiences, and develop and communicate messages that change hearts and minds. Her work has been featured in major national outlets, including *The New York Times*, *The Washington Post*,

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National Public Radio, and The New Yorker. Alison earned a Master of Science in Journalism at Boston University, including a journalism fellowship at the Institute for Human Sciences in Vienna, Austria, and a Bachelor of Arts in English at Vassar College.

Richard Weissbourd :

Making Caring Common ~ Richard Weissbourd is a Senior Lecturer at the Harvard Graduate School of Education and the Kennedy School of Government. He directs the Making Caring Common Project, a national effort to make caring for others and a commitment to justice priorities in child-raising and adult life and to provide strategies to schools and parents/caregivers for promoting in children key emotional and moral capacities. He also studies romantic love.

Layla Zaidane :

Millennial Action Project ~ Layla Zaidane is President & CEO of Millennial Action Project (MAP), the largest nonpartisan organization of millennial lawmakers in the U.S. With over 1,600 elected leaders in Congress and state legislatures, MAP activates young policymakers to bridge the partisan divide — transforming American politics by building a political culture grounded in empathy. In her role, Layla leads strategy across MAP's programs, builds partnerships, and serves as MAP's lead spokesperson and ambassador.

Remziya Suleyman :

Millions of Conversations ~ Remziya Suleyman is a nationally recognized activist who has worked extensively to bring the voice of disenfranchised communities to the forefront of public discourse. A political expert on Kurdish and immigrant communities in the United States, she has developed a rapport with politicians, journalists, and a diverse range of citizens with varying political views. Her advocacy work has garnered her numerous accolades, and numerous US and international media outlets have documented her achievements. She brings over 15 years of experience in government relations, political advocacy, PR/strategic communications and organizational leadership. Remziya currently serves as the Chief Operations Officer at Millions of Conversations.

Samar Ali :

Millions of Conversations ~ Samar Ali is President and CEO of Millions of Conversations. As a conflict-resolution practitioner, she is a recipient of the White House Fellows IMPACT Award and Vanderbilt University's Young Alumni Professional Achievement Award. Working at the intersection of national security, civil rights, and economic development, Ali served as White House Fellow in President Obama's administration and as Assistant Commissioner of International Affairs in Tennessee Governor Haslam's administration.

Daniel Vallone :

More in Common ~ I am the US Director for More in Common, where I lead all of our work in America. Prior to joining More in Common in 2019, I worked on community building efforts at the state, local, and federal level. I started my career as an Army officer.

Tim Dixon :

More in Common ~ Tim Dixon is co-founder of More in Common, an organization with teams in the US, UK, France and Germany, that work on combating polarization and uniting

divided societies, through over 60 partnerships with local, national and international institutions. Tim was chief speechwriter for two Prime Ministers in Australia, and before then worked as an entrepreneur and tech sector lawyer. Based out of New York and London for the past decade, he has co-founded seven social mission organizations.

Gail Christopher :

National Collaborative for Health Equity ~ Dr. Gail Christopher, National Collaborative for Health Equity's Executive Director, is an award winning social change agent with expertise in the social determinants of health and well-being and in related public policies. She has pioneered work to infuse holistic health and diversity into public sector programs and policy discourse.

Jalisa Whitley :

National Collaborative for Health Equity ~ Jalisa Whitley is Senior Program Manager at the National Collaborative for Health Equity. In this role, Jalisa manages a partnership with the American Public Health Association and the de Beaumont Foundation to identify a set of policies and practices that can be implemented by cities to address racism and reduce health inequities. She also manages their new leadership program that utilizes the Truth, Racial Healing and Transformation framework to advance health and racial equity. Ms. Whitley has been active in the nonprofit community as a professional, board member, and volunteer for over 10 years. Her work has included program management, philanthropic advisory and evaluation for large, small and volunteer-run nonprofit organizations and governmental agencies in a wide array of mission areas including education, human services, and health. Jalisa is passionate about connecting communities to opportunities to elevate their impact, co-create solutions, and implement sustainable change. A native of Geneva, New York, Jalisa received a Bachelor's of Arts in Sociology and Public Policy from Hobart and William Smith Colleges and a Masters of Public Policy in Nonprofit Management and Leadership from the University of Maryland, College Park.

Eli Pariser :

*New_Public ~ Eli Pariser is an author, activist, and entrepreneur focused on how to make technology and media serve democracy. He has served as President of MoveOn.org, wrote the bestselling 2011 book *The Filter Bubble*, introduced the term to the lexicon, and co-founded the media startup Upworthy. With Talia Stroud, he currently co-directs the New_Public project, focused on building more flourishing and equitable digital spaces.*

Joi Rae :

New_Public ~ Joi Rae is the Head of Operations and Partnerships at New_Public, a project building more flourishing, healthy, and equitable digital spaces. In her role, Joi helps to lead organizational strategy and support stakeholder engagement. Previously, she spent most of her career working in various positions in New York City government in the NYC Mayor's Office and the Manhattan District Attorney's Office.

Jonathan Haidt :

OpenMind ~ Jonathan Haidt is a social psychologist at New York University's Stern School of Business. His research examines the intuitive foundations of morality, and how morality

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varies across cultures—including the cultures of progressive, conservatives, and libertarians. His goal is to help people understand each other, live and work near each other, and even learn from each other despite their moral differences. Haidt has co-founded a variety of organizations and collaborations that leverage behavioral science to equip people with the mindset and skillset to communicate and collaborate across differences. OpenMind's evidence-based tools have been used by more than 45,000 people across more than 15 countries. As part of her role, Caroline advises workplaces, universities, philanthropists, and communities on how to create more open and inclusive cultures.

Caroline Mehl :

OpenMind ~ Caroline Mehl is the Co-Founder and Executive Director of OpenMind, a non-profit EdTech organization that leverages behavioral science to equip people with the mindset and skillset to communicate and collaborate across differences. OpenMind's evidence-based tools have been used by more than 45,000 people across more than 15 countries. As part of her role, Caroline advises workplaces, universities, philanthropists, and communities on how to create more open and inclusive cultures.

Andrew Hanauer :

One America Movement ~ Andrew Hanauer is the President and CEO of the One America Movement, an organization founded by faith and community leaders in the aftermath of the 2016 election to fight polarization. Under Andrew's leadership, One America has launched projects that bring Americans together across divides to address race relations, opioids, poverty and religious differences across the country, from Utah, to Oklahoma, to California, to West Virginia, to some of our nation's largest cities.

john a. powell :

Othering & Belonging Institute ~ john a. powell is an internationally recognized expert in the areas of civil rights, civil liberties, structural racism, housing, poverty, and democracy. He is the Director of the Othering & Belonging Institute at the University of California, Berkeley, a research institute, and a professor of Law, African American, and Ethnic Studies. Powell is also a Holder of the Robert D. Haas Chancellor's Chair in Equity & Inclusion.

Karen Bouris :

Othering & Belonging Institute ~ Karen Bouris is the director of the new Belonging in Business and CEOs Advancing Racial Equity & Belonging programs with john powell at the Othering & Belonging Institute. She's also co-creating an immersive arts and somatic experience at the intersection of race, healing, and creative expression. Karen's work has always circled around the environment, justice, and the arts, as a founding executive director, editor, publisher, and producer. She has created media as a tool for movement building, designed national campaigns to invite people in, founded nonprofits, collaborated on policy initiatives, produced an award-winning documentary and digital media library, and bridged across sectors, movements, issues, and humans.

Rachel Brown :

Over Zero ~ Rachel Brown is the Founder and Executive Director of Over Zero, an organization that works to build resilience to identity-based violence and other forms of group-targeted harm. She is a recognized expert on confronting hateful and dangerous rhetoric and her work for the past decade has focused on using communication to prevent violent

conflict around the world. Rachel authored Defusing Hate while a Fellow at the U.S. Holocaust Memorial Museum.

Niobe Way :

PACH (Project for the Advancement of Our Common Humanity) ~ Niobe Way is Professor of Developmental Psychology and the founder of the Project for the Advancement of Our Common Humanity at New York University and the Past President of the Society for Research on Adolescence. Her work focuses on culture, context, and human development in American and Chinese contexts. She has authored nearly a hundred journal articles and books and is regularly featured in mainstream media outlets.

Justus Baird :

Shalom Hartman Institute ~ Rabbi Justus Baird is Senior Vice President at the Shalom Hartman Institute of North America. He shapes strategy for the Institute's national initiatives, develops new program strategies, and serves as senior leadership. Prior to joining Hartman, Justus was the Dean of Auburn Seminary. Raised in Texas, Justus lives in Princeton, NJ, with his wife Rabbi Julie Roth (Director of the Center for Jewish Life at Princeton University) and their three children.

Mijal Bitton :

Shalom Hartman Institute ~ Dr. Mijal Bitton is Scholar in Residence at the Shalom Hartman Institute of North America. Mijal is a teacher, writer, and leading thinker on questions relating to Jewish American identity, pluralism, gender equity and sociological diversity. She is co-founder and Rosh Kehilla (communal leader) of the Downtown Minyan in New York City. Mijal earned her doctorate from New York University and is a Wexner Graduate Fellowship alumna.

Hahrie Han :

SNF Agora Institute ~ Hahrie Han is the Inaugural Director of the SNF Agora Institute, the Stavros Niarchos Foundation Professor of Political Science, and Faculty Director of the P3 Research Lab at Johns Hopkins University. She specializes in the study of organizing, movements, civic engagement, and democracy. Her newest book is published by the University of Chicago Press, entitled Prisms of the People: Power and Organizing in 21st Century America (January 2021).

Stephen Ruckman :

SNF Agora Institute ~ Stephen Ruckman works as Deputy Director of SNF Agora, supporting the Director in executing all aspects of the institute's operations and advancing its mission of improving and expanding civic engagement and informed, inclusive dialogue as the cornerstone of global democracy. Prior to his time at Johns Hopkins, he was a policy lawyer in federal and state government, frequently working to help others embrace pluralistic approaches to policy issues ranging from internet privacy governance to campaign finance reform. He holds a J.D. from Yale Law School and an M.A.R. from Yale Divinity School, where he studied religious pluralism.

Dave Isay :

StoryCorps, Founder & President ~ Dave Isay is one of the most trusted and respected broadcasters working today. The recipient of six Peabody Awards, a MacArthur "Genius" Fellowship, and the \$1 Million TED prize, his work taps into the heart and soul of the human experience. He is an author,

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Stakeholders (continued)

documentarian, and founder of StoryCorps. Founded in 2003, StoryCorps is an independent nonprofit organization based in Brooklyn, NY, that has brought more than 650,000 Americans together—two at a time—to record intimate conversations about their lives, create human connection, pass wisdom from one generation to the next, and leave a legacy for the future. Each conversation is preserved at the American Folklife Center at the Library of Congress. StoryCorps is the largest single collection of personal narratives ever gathered, and millions listen to StoryCorps' weekly broadcasts on NPR's Morning Edition. In 2015, Dave was recognized with the TED Prize, awarded annually to one exceptional individual with a creative, bold vision to spark global change.

Lisa Gale :

StoryCorps ~ Lisa V. Gale, PhD, is StoryCorps' Chief Program Officer and is committed to ensuring that everyday people, including marginalized populations, interview and record their stories and that these stories are archived for future generations. She oversees the organization's Interview Collection, Production, Animation, Learning and Engagement, Research and Evaluation departments and the formidable One Small Step program. She holds a Bachelor's in Business, an MSW and a PhD (CUNY Graduate Center).

Lennon Flowers :

The Dinner Party / The People's Supper ~ Lennon Flowers is hell-bent on creating spaces where humans can be human. She's the co-founder & Executive Director of The Dinner Party, a platform that's helped 10,000+ grieving 20-, 30-, and early 40-somethings build lasting relationships out of loss, and a co-founder of The People's Supper, whose work is born of the popular adage that change moves at the speed of trust, and a simple question: What needs healing here?

K Scarry :

The People's Supper ~ K Scarry has always be enamored with life around the table, and with the chance to hear the stories of other people. She currently serves as the Community Director of The People's Supper, where she sits alongside communities across the country in the question: what needs healing here? K works with these communities to create the conditions for trust building, community connection, and, to examine the link between relationship building and policy change. When she's not at The People's Supper, K enjoys time writing and planning people's weddings.

David French :

The Dispatch ~ David French is a senior editor at The Dispatch and a columnist for Time. A graduate of Harvard Law School, David is a former senior writer for National Review. He is a New York Times bestselling author, and his most recent book is *Divided We Fall: America's Secession Threat and How to Restore Our Nation*. David is a veteran of Operation Iraqi Freedom, where he was awarded the Bronze Star.

Lucas Johnson :

The On Being Project ~ Lucas Johnson is the Executive Vice President for Social Healing at the On Being Project. He has deep, global experience in conflict resolution and community organizing. He has been shaped by his time learning from veterans of the Civil Rights Movement in the U.S., and by his work with human rights activists around the world. He is also an ordained minister in the American Baptist Churches.

Alyssa Abraham :

The Trinity Forum ~ Alyssa has worked with the Trinity Forum for over six years and recently served as the Director of Advancement and Development. She currently is their first Foundation Relations Manager working to strengthen partnerships. Interested in bringing together diverse communities who have been in conflict, she holds a B.A. and M.A. from George Washington University where she studied International Affairs and Conflict Resolution. She interned at the Department of State in the International Religious Freedom office and the Legislative Affairs Bureau. She received several fellowships to conduct field research on policy on marginalized groups in both Brazil and South Korea.

Cherie Harder :

The Trinity Forum ~ Cherie Harder is President of the Trinity Forum, which aims to cultivate and promote Christian thought leadership through discussions, lectures, publications, and forums. She previously served in the White House as Special Assistant to the President and Projects Director for the First Lady, as Policy Advisor to the Senate Majority Leader, and as Senior Counselor at the NEH. She serves on the boards of Convergence and Faith & Law.

Tami Pyfer :

UNITE ~ Tami Pyfer is the Chief of Staff and Project Director for UNITE. Prior to joining UNITE, Tami was the Education Policy Advisor to former Utah Governor Gary Herbert where she was involved in state level policy development, coalition building, and stakeholder engagement. Tami held local and state elected office for 12 years, during which time she was actively involved in numerous civic, community, and nonprofit organizations. Tami's professional training is in early childhood and K-12 Special Education for students with severe disabilities. She worked as a clinical instructor at Utah State University teaching teacher-preparation coursework and supervising student teachers.

Tim Shriver :

UNITE ~ Timothy Shriver is married, a father of 5, the Chairman of Special Olympics International and co-founder of UNITE - an initiative to promote national unity. Tim began his career as an educator and co-founded and currently chairs the Collaborative for Academic, Social, and Emotional Learning (CASEL). Shriver earned his undergraduate degree from Yale University, a Master's degree from Catholic University, and a Doctorate in Education from the University of Connecticut. He has produced 6 films, is the author of the NYT bestseller *Fully Alive - Discovering What Matters Most*, and co-editor of *The Call to Unite: Voices of Hope and Awakening*.

Marc Freedman :

Encore.org ~ Marc Freedman, CEO and founder of Encore.org, is an award-winning social entrepreneur and frequent media commentator on the topics of longevity, the multigenerational society and intergenerational connection. Freedman is the author of, most recently, *How to Live Forever: The Enduring Power of Connecting the Generations*. Originator of the encore career idea linking second acts to the greater good, Freedman spearheaded the creation of Experience Corps, the Purpose Prize, and Encore Fellowships.

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Stakeholders (continued)

Frederick Riley :

Weave: The Social Fabric Project ~ Frederick J. Riley is the Executive Director of Weave: The Social Fabric Project at the Aspen Institute. He previously served as the Chief Advancement Officer for the YMCA of Greater Cincinnati. Before this role, he served as the National Director of Urban Development for YMCA of the USA. He has also served in similar roles for the YMCAs of Southwest Illinois, Metro Atlanta and the National Conference of Black Mayors.

Isha Lee :

Welcoming America ~ Isha is the Deputy Director of Welcoming America, overseeing programs, human resources, operations, and communication. She studied political science and organizational development, making a career of non-profit

administration, particularly in people management and communications roles.

Rachel Perić :

Welcoming America ~ Rachel Perić is Executive Director of Welcoming America, which works globally to build communities where everyone — including immigrants — can thrive and belong. The granddaughter of Holocaust survivors, Rachel has worked throughout her career with local leaders whose innovative solutions to pluralism, governance and community building in an era of migration are the inspiration for her work and advocacy, and the subject of her writing in local and national media.

Vision

A politically vibrant, multi-racial, multi-faith democracy

Mission

To renew the promise of America by ushering in a new pluralism.

Values

Ideals: Our founding ideals of liberty, equality, and justice have always held out the promise of pluralism, though it has remained out of reach.

Liberty

Equality

Justice

Pluralism: New Pluralism ~ New pluralism is a way of being and acting in community together.

Respect: Listening from a place of mutual respect.

Dignity: Upholding the individual dignity, worth, and potential of every person.

Responsibility: Confronting our past, reckoning with our present, and taking responsibility for repairing and healing our communities.

Community

Curiosity: New pluralism invites us to bring curiosity and goodwill to our engagement with one another.

Goodwill

Engagement

Courage: To invoke our highest ideals while confronting the painful parts of our past with courage and moral clarity.

Moral Clarity

Relationships: To admit when we're wrong and to repair relationships when we hurt one another or fall short of who we mean to be.

Diversity: New pluralism is not about passively accepting diversity, merely tolerating differences, skirting uncomfortable topics, or preserving the status quo. It doesn't require sacrificing deeply held beliefs or compromising to meet in some gray, featureless middle. Neither is it an underhanded attempt to change each other's minds.

4D Crisis

Address our nation's crisis of division, distrust, dehumanization, and disconnection

New Pluralists will invest in strengthening the growing field that is addressing our nation's crisis of division, distrust, dehumanization, and disconnection. We recognize the urgency, and we're humbled by the headwinds we face. We're mindful of the decades-long commitment that's needed for change at scale, and we know that progress will require patience and resolve. We know that we are one actor among many, and we intend to support and learn from other field-building efforts focused on related goals. As a funder collaborative, we believe we can make distinctive contributions by investing in deeper relationships, collaboration, innovation, research, and learning across the field. We will make investments to explore the questions that leaders in the field believe can help unlock progress. We'll help develop "public goods" and resources for people who want to understand and apply the research that underpins new pluralism, and the practices that are working on the ground. We will also build connective tissue and infrastructure across the field. We expect our strategy to incorporate three main elements, and in the coming months, we will share more about specific grantmaking initiatives.

1. Narratives

Support narrative efforts

Narratives that humanize, illuminate, and inspire ~ The stories and information people take in have a big impact on our norms, values, and sense of what's possible. We will support narrative efforts that aim to move our hearts and minds, prime us to be curious and open, shine a light on what it looks like to show up with empathy and embrace our differences, and help us imagine a better future where we all belong.

2. Practices, Principles & Tools

Bring practices, principles, and tools for strengthening pluralism into the places where people already gather

Positive experiences connecting across difference in everyday settings ~ In addition to narratives, we need firsthand encounters in which we're able to connect meaningfully across our differences. We seek to bring practices, principles, and tools for strengthening pluralism into the places where people already gather — faith communities, civic associations, educational settings, workplaces — turning these places into thriving practice fields for new pluralism and pathways for reaching larger audiences.

Stakeholder(s):

Faith Communities

Civic Associations

Educational Settings

Workplaces

3. Collaboration & Experimentation

Support collaboration and experimentation

Supporting field-led collaboration and experimentation ~ There is no single method or tool for bringing new pluralism to life, and there are as many hard questions as there are promising solutions. Using a dedicated pool of resources, we will support experiments, research efforts, and other projects that emerge from our Field Builder community and that involve partners beyond the community as well.

Administrative Information

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