	SLOW Philanthropy Practitioner	SLOW Philanthropy Advocate	SLOW Philanthropy Champion	
Sustainable				
Reserve Fund or Endowment	🍃	🍃	🍃	Having a long-term approach toward financial sustainability, including contingency planning and an emergency funding reserve to prevent disruption in activities.
Strategic Planning and Reporting	🍃	🍃	🍃	Setting short-term and long-term goals within an annual or multiyear plan to ensure that the organization stays on mission and reports on achievements and activities.
Ethics and Compliance Policy	🍃	🍃	🍃	Adopting an ethics and compliance program, including providing advice and training to employees regarding anti-bribery, corruption, and conducting organizational affairs with integrity.
Human Resources and Procedures Management		🍃	🍃	Instituting staff development mechanisms (increasing qualifications, career planning, and promotions), staff retention rate, and manpower planning.
Governance Policies			🍃	Having a board of governors or a defined structure for oversight, which includes clear board policies, succession planning for senior leaders, and documentation of regular meetings.
Local				
Local Engagement	🍃	🍃	🍃	Prioritizing projects in the local community and involving the community throughout projects' lifecycles.
Local Hires	🍃	🍃	🍃	Hiring staff from the local community so that the organization understands and identifies with the local context.
Local / Regional Offices		🍃	🍃	Having local or regional offices where an organization works to ensure access to the community.
Local Capacity Mapping			🍃	Understanding the resources (and stakeholders) within the community and what is being done with them to support local capacity utilization and development.
Local Needs Mapped to SDGs			🍃	Designing and implementing projects based on local needs and mapping them to the SDGs.
Open				
Digital Presence	🍃	🍃	🍃	Having the mission and vision, organizational projects, and the staff's contact information listed online, while maintaining an active digital presence on the website and social media platforms.
Open Door Policy	🍃	🍃	🍃	Encouraging open communication externally (between the community and staff) and internally (between employees), whereby managers and supervisors are open to employees' questions, complaints, and feedback.
Monitoring & Evaluation		🍃	🍃	Evaluating programs and projects, sharing project summaries publically, and creating a team dedicated to M&E to periodically assess organizational accountability, and share information, materials, and best practices within a network.
Financial Transparency		🍃	🍃	Having transparent funding and financial expenditure records to demonstrate how money is sourced and spent.
Accreditation & Certification			🍃	Illustrating a commitment to maintaining organizational transparency by being accredited and certified by different bodies.
Welcoming				
Non-Discrimination Policy and Cultural Sensitivity	🍃	🍃	🍃	Refraining from discriminating against any employees or individuals on the basis of any personal characteristics, in addition to emphasizing cultural sensitivity in the workplace.
Open Events	🍃	🍃	🍃	Hosting inclusive gatherings, free of charge, that give a voice to everyone, foster new ideas and ways of thinking, while also reaching a diverse audience.
Partnership Opportunities		🍃	🍃	Striving to develop and maintain diverse and transparent partnerships with local, regional, and international bodies, involving listing projects, their objectives and outcomes, and who is involved.
Communication and Social Media Channels		🍃	🍃	Having a variety of ways to communicate with the community, and also for the community's members to contact the organization, share their ideas, and give feedback.
Community Problem Solving and Development			🍃	Bringing the community together in a formal manner to identify and understand local challenges and develop solutions together.