Penick: "Decisionmaking translates into power. You could use other words, but we're talking about the power to allocate resources, and until minority people and women get into positions where they can actually make decisions and allocate resources, we're going to continue to lag behind in the foundation community. It's not enough that foundations do <u>for</u> minority people and women; foundations need to move forward by making sure that power is really being shared."