

TYT celebrates ten years of challenging norms and laying the foundations for a more equitable redistribution of resources, inviting new participants to join the journey.

START

**2015
Founding**



Previously housed with The Social Investment Consultancy, Jake Hayman establishes TYT as a separate entity to challenge traditional philanthropic norms, aiming to disrupt the status quo and question who philanthropy truly serves.

**2016
Early engagement**

Early development of bespoke learning journeys for private individuals and family wealth-holders. Although most of client's remit has been in the UK, over the years, some focus on other countries, such as Papua New Guinea, Canada, and Chile, amongst others.

**2017
Programme development**

Launch of Grant Givers Programme, supporting grantmakers to use their power to advance transformational change.

Launch of 2027 Associates programme with Ruth Ibegbuna, Baljeet Sandhu and Koreo) to bring more working-class voices into trusts and foundations.

2027

**2018
Research and advocacy**



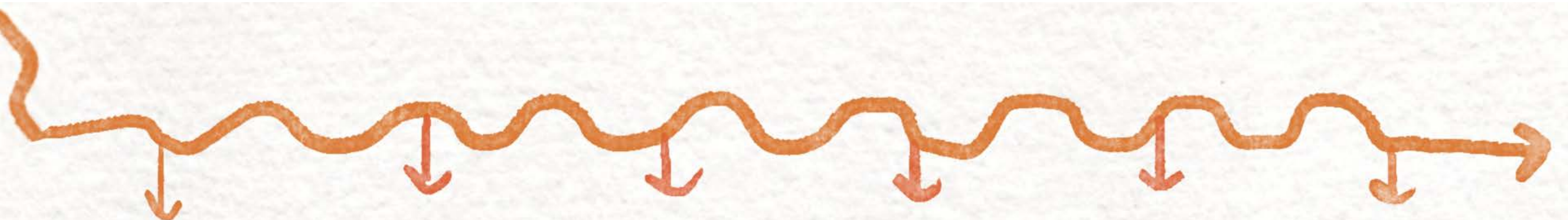
Initiation of 'How funders can act' research series, exploring areas of under-investment and calling for sector-wide change.

**2019
Expanding influence**

Further development of tailored learning journeys for Foundations, later leading to TYT's climate philanthropy work spinning off into Impatience Earth in 2020 to move more philanthropic capital into climate.



IMPATIENCE EARTH



2020

Responding to global turmoil

The first COVID-19 lockdown hits the UK in March 2020, closely followed by the murder of George Floyd in the US - triggering global protests. TYT holds a call to action webinar to urge trusts and foundations to respond to the crisis with humility and urgency. TYT successfully moves many of its services online.



2021

Scaling impact



Launch of 2027 Missed Expertise report, and the Trustee Coaching Programme.

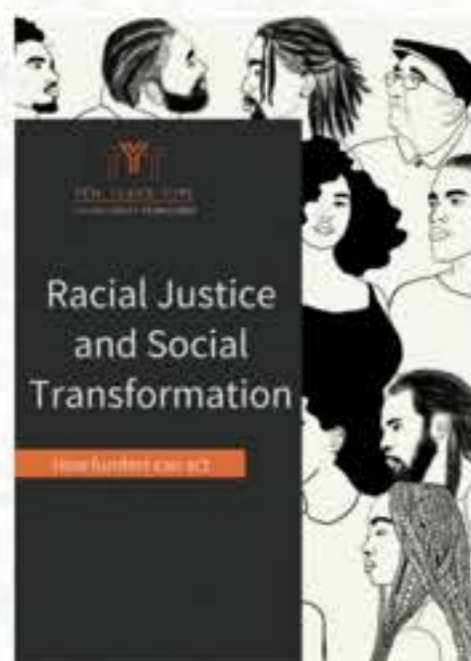
Derek Bardowell joins as CEO.

Focus and expertise become racial justice, rooted in intersectional approaches. Grant Giver's Programme content becomes increasingly led by Black and racially minoritised women.

2022

Racial justice

TYT launches its landmark report 'Racial Justice and Social Transformation: How funders can act' report. This provides a clear path of how trusts and foundations can advance racial justice in the UK through their investments, grantmaking, operations and governance. TYT developed its first strategy and became the first philanthropy advisory firm in the UK with a racial justice focus.



2023

Deepening cultural practices

The Racial justice report (2022) spurs learning partnerships with trusts and foundations focused on racial justice. Reimagining Horizons is launched in partnership with Funders for Race Equality Alliance (FREA) and Future Foundations UK to increase the retention of Black and minoritised staff and improve internal organisational cultures within the sector.

Rowena Estwick joins as co-CEO, kickstarting TYT's journey towards a co-leadership model.

2024

TYT Community of Practice



TYT launches the TYT Community of Practice, a holistic programme of support and development for trusts, foundations and charities on their journey towards racial justice. Its inaugural cohort of funders distribute £95.59m and are cumulatively worth £2.1bn.

2025

Towards reparative justice

TYT launches its Moving Towards Reparative Justice report. The report helps funders move from acknowledging their links to African chattel enslavement to action. TYT is working with clients distributing over £150m per year.