RACE & PHILANTHROPY

Resources you can use
Taking Account of Race

speech by Gara LaMarche. Foundations must take account of race in all of their work in order to get beyond racism, said Gara LaMarche, The Atlantic Philanthropies President and CEO, in this speech at the Waldemar Nielsen Issue Forums in Philanthropy, Georgetown Public Policy Institute in Washington.
The Constitution vs. International Rights: Philanthropy’s Wrong Turn

William Schambra making an argument against "Taking Account of Race". His argument paraphrased: *keep it simple... just stick to the American Constitution. That's good enough.*
Philanthropy in a Changing Society

a Rockefeller Philanthropic Advisors report on workforce diversity in philanthropy

Structural Racism and Community Building

framework by the Aspen Institute. Structural racism defined... "how race shapes political, economic, and cultural life in the United States, and offer insights for integrating a racial equity perspective into the work of community building and socioeconomic justice".
Foundation Diversity Policies & Practices Toolkit


The toolkit is organized into five categories pertinent to philanthropy: (a) policy statement, (b) governance and workforce, (c) grantmaking, (d) contracting with vendors and consultants, and (e) investments."
The Race Matters Organizational Assessment

from the Annie E. Casey Foundation: Assess if your organization has one of the following approaches: Color-blind approach | Diversity-only approach | Race-tentaive approach | Equity-focused approach
Race Inequity Frameworks Toolkit

Resource by Funders for LGBTQ Issues: GRANTMAKING WITH A RACIAL EQUITY LENS involves “analyzing data and information about race and ethnicity; understanding disparities—and learning why they exist; looking at problems and their root causes from a structural standpoint; and naming race explicitly when talking about problems and solutions.” GrantCraft and Philanthropic Initiative for Racial Equity
Why WHITE MEN AS FULL DIVERSITY PARTNERS? If you’re like many organizations, your diversity efforts meet the letter of the law and corporate policy, but little more.

Intercultural Competency Consultants

their tool is the Intercultural Development Inventory (IDI)

The racial equity lens has been a leading focus of the Kellogg Foundation’s work overall as well as a consistent capacity building theme across the Strong Sector cluster work [note from RH: this is the portfolio EPIP is in].

The intent behind the tool is to deepen both knowledge and practice of intercultural competency—individually and collectively. The tool provides a common starting point for a conversation about individual, organizational, and sector intercultural development. The tool pushes new thinking, awareness and conversation on equity issues.

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Leadership Learning Community

- [http://www.leadershiplearning.org](http://www.leadershiplearning.org)

We strive to advance a more just and equitable society by transforming the way leadership development work is conceived, conducted and evaluated. We believe that promoting leadership as a process that is more inclusive, networked and collective will have a greater impact in advancing equity.

- As part of our core work, we provide members with unparalleled access to resources and networking opportunities.

- Publications: [http://www.leadershiplearning.org/leadership-resources/resources-and-publications](http://www.leadershiplearning.org/leadership-resources/resources-and-publications)
The Opportunity Agenda

http://opportunityagenda.org

The Opportunity Agenda launched in 2006 with the mission of building the national will to expand opportunity in America. Focused on moving hearts, minds, and policy over time, the organization works with social justice groups, leaders, and movements to advance solutions that expand opportunity for everyone.

Through active partnerships, The Opportunity Agenda synthesizes and translates research on barriers to opportunity and corresponding solutions; uses communications and media to understand and influence public opinion; and identifies and advocates for policies that improve people’s lives. To achieve our mission, we focus on racial equity, immigration, economic opportunity, reproductive health and rights, and African-American men and boys.
The Center for Social Inclusion (CSI) works to identify and support policy strategies to transform structural inequity and exclusion into structural fairness and inclusion. We work with community groups and national organizations to develop policy ideas, foster effective leadership, and develop communications tools for an opportunity-rich world in which we all will thrive no matter our race or ethnicity.
Colorlines


- At Colorlines.com, we believe that instead of being defined and divided by racism, we can become uplifted and united by racial justice. To do so, we have to confront explicitly the racism that is so often at the core of our society's challenges. This is the perspective that informs Colorlines.com's award-winning investigative reporting and news analysis—and that drives our focus on finding solutions as well as naming problems.

- Colorlines.com is produced by a multiracial team of writers who cover stories from the perspective of community, rather than through the lens of power brokers. We see racism as a structural problem, rather than one defined by individual prejudice. We are published by the Applied Research Center (ARC), a racial justice think tank using media, research, and activism to promote solutions.
The goal of the Philanthropic Initiative for Racial Equity (PRE) is to increase the amount and effectiveness of resources aimed at combating institutional and structural racism in communities through capacity building, education, and convening of grantmakers and grantseekers.

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ABFE

- **Racial Equity in Grantmaking** ABFE brings a new Framework on Responsive Philanthropy in Black Communities to realize its mission of promoting effective and Responsive Philanthropy in Black communities. This new template builds upon grantmaking with a racial equity lens but is tailored specifically to grantmaking in and for Black communities. As a result, we have designed a set of defining characteristics of philanthropy that we believe is more likely to reduce gaps in racial disparities facing Blacks in the United States and are looking to partner with grantmakers around the country to apply this framework to their investments. To date, we have provided workshops in Chicago and Pittsburgh to grantmakers interested in this agenda.

  - [www.abfe.org](http://www.abfe.org)

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Be Heard

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