

Ariadne Grant Skills Week

Funding with a Racial Justice Lens

June 23-24, 2021



European Funders for Social Change and Human Rights



Funding with a Racial Justice Lens: Understanding Racism in the European Context

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European Funders for Social Change and Human Rights

Funding with a Racial Justice Lens: Understanding Racism in the European Context

Speakers



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About Philanthropic Initiative for Racial Equity (PRE)

- Launched in 2003, led by a **board of racial justice practitioners**
- Intended 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



Ground Rules

- Step up, step back
- Build and maintain brave space
- Don't assume, clarify your understanding vs defining others
- Offer what you can, ask for what you need, & own your role in learning & leading process
- Respect confidentiality
- Video/Chat - Be in the room as much as possible, use chat for notes, but avoid as parallel convo





Ice Breaker:

What is one question on your mind today regarding racial justice?



Mastercard commits \$500 million for racial equity
[Philanthropy News Digest](#)

Racial justice groups flooded with millions in donations in wake of Floyd death
[NYTimes](#)

Philanthropist Susan Sandler investing \$200 million in social justice
[The Hill](#)

Racism Is Surging in Germany. Tens of Thousands Are Taking to the Streets to Call for Justice

Jack Dorsey donates \$10 million to BU Center for Antiracist Research
[BU Today](#)

Private foundation pledges to \$1 billion for racial justice
[The Chronicle of Philanthropy](#)

Addressing Society Foundations commits \$200 million to empower Black communities in coronavirus response, says #CharitySoWhite
[Third Sector](#)
[Philanthropy News Digest](#)

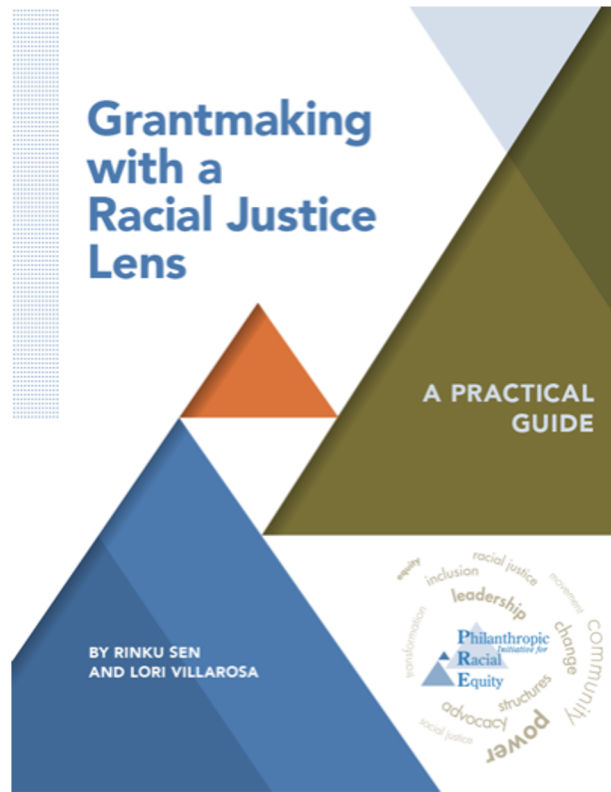
Grantmaking with a Racial Equity Lens



1. How are existing racial disparities standing in the way of the goals we seek to fulfill?
2. What do we see as the forces behind those disparities?
3. What systems are perpetuating them?



Grantmaking with a Racial Justice Lens



- More than 50 Racial Justice NGO leaders in direct hour-long interviews and focus groups.
- More than 50 Grantmakers in interviews, focus groups. Also tested in PRE funder lab discussions.



Grantmaking with a Racial Justice Lens

Co-Authors



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Language

Racialisation – The political process that creates, maintains and gives meaning to concepts of race. It is a process of categorising, othering, and marginalising through a myriad of systems, tools and social practices.

Racialised people – Individuals and groups who have been subject to a process of racialisation and been ascribed a particular racial category. In European societies,, all people are racialised, however we use the term to refer to those that have been negatively racialised or racialised as "other".

Racial justice – The process of collectively uncovering, challenging and actively un-doing the systems, tools and practices that maintain racism and racialisation.

Structural racism – The structures that create and maintain vulnerability, harms and precarity aligned to racial difference. Structural racism is the intertwined relationship between historical injustices, epistemic (knowledge) erasure, laws, institutions, policies, practices, and social, political and economic disparities. The effect of these factors is to further marginalise and impose violence on racialised people.

Towards Racial Justice

How the EU can create lasting change for racialised people



Equinox's approach

At Equinox, we look beyond fixed or objective notions of race or ethnicity and focus on power, the process of racialisation, and the factors that created these power dynamics.

Equinox uses "**racialised people**" expansively to include all those who have been subjected to different processes of racialisation. We include, but do not limit this to: People of African, Arabic, Asian, and Latin American descent, Roma and Sinti people, Sámi people, and those that are racialised as a result of their perceived membership to Muslim, Jewish and other religious communities. We also include in scope those who self-define using terms such as 'Black' and 'people of colour'.

Racialisation is highly contextual. We note that the specificities and complexities of processes of racialisation challenge clear cut definitions.

More on Language

Kimberlé Williams Crenshaw on “**intersectionality**” in 2020:

“ It’s basically a lens, a prism, for seeing the way in which various forms of inequality often operate together and exacerbate each other. We tend to talk about race inequality as separate from inequality based on gender, class, sexuality or immigrant status. What’s often missing is how some people are subject to all of these, and the experience is not just the sum of its parts.”

POC/BIPOC/BAME/BPOC: What may be gained/what may continue to be lost by these different phrases/acronyms?

Racial Equity

Racial Justice

The original guide describes four important features of a **racial equity lens**:

Analyzes data and information about race and ethnicity

Understands disparities and the reasons they exist

Looks at structural root causes of problems

Names race explicitly when talking about problems and solutions

A **racial justice lens** adds four more critical elements:

Understands and acknowledges racial history

Creates a shared affirmative vision of a fair and inclusive society

Focuses explicitly on building civic, cultural, economic, and political power by those most impacted

Emphasizes transformative solutions that impact multiple systems

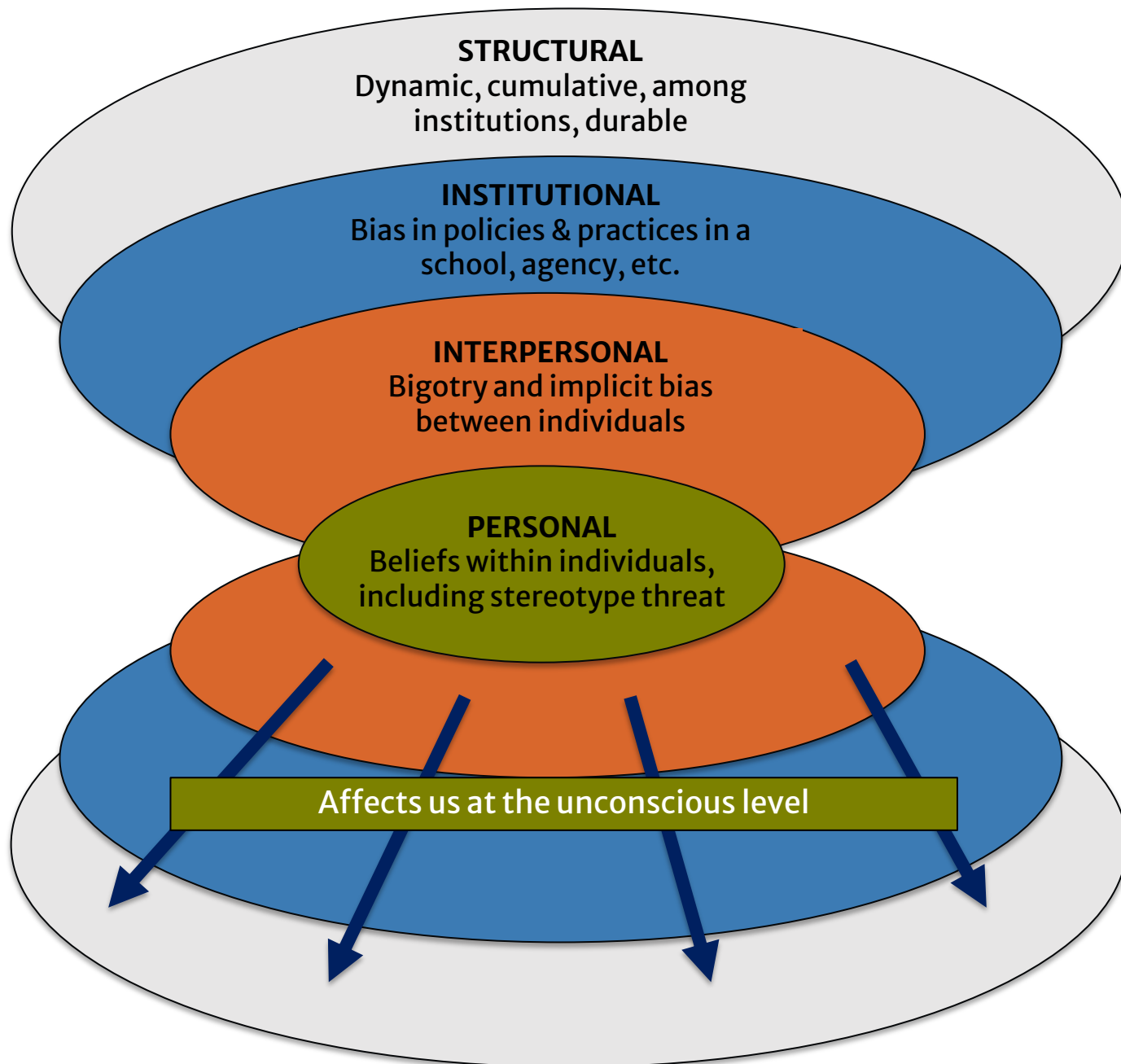
© Philanthropic Initiative for Racial Equity *Grantmaking With a Racial Justice Lens: A Practical Guide*. Rinku Sen, Lori Villarosa, 2019



A *racial equity lens* separates **symptoms from causes**, but a *racial justice lens* brings into view the **confrontation of power**, the **redistribution of resources**, and the **systemic transformation** necessary for real change.

Justice requires **urgent fundamental** changes that reposition communities of color in relation to power and resources, which includes being able to **challenge and shape** the many institutions that determine a community's conditions. — *Grantmaking With a Racial Justice Lens: A Practical Guide*



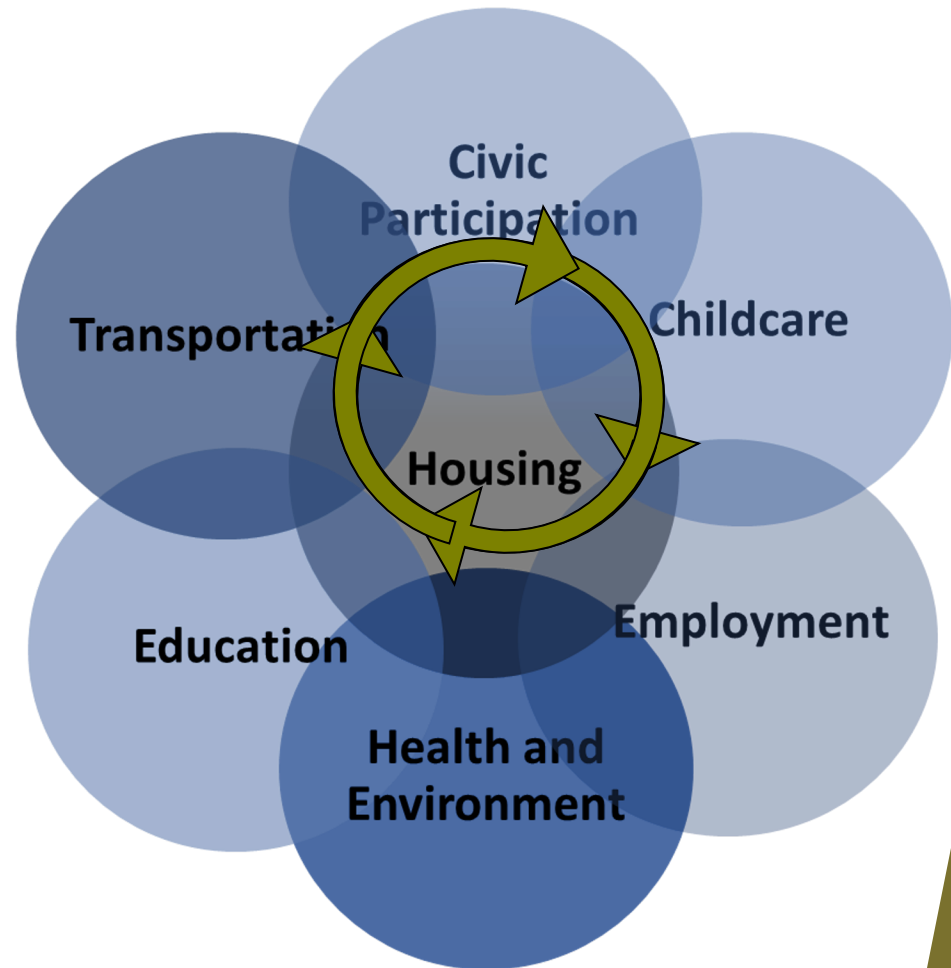


Key points to remember about “structural racism” in strategy development:

“Structural Racism” points to **multiple institutions** and the ways our public and private institutions interact to produce barriers to opportunity and racial disparities.

Intent to discriminate is irrelevant.

Structures just do what they do and **reinforce** disinvestment and disparities.





Test for Shared Meaning

Foundation leaders can assess the level of shared understanding of the vocabulary and agreement with key concepts **by using the following practices:**

1

Ask for a repeat back—find out what people think a word or phrase means.

2

Debrief old grants against new concepts to see where they line up or diverge.

3

Discuss real-world events, both one-on-one and together, to build shared analysis.

4

Observe the positive or negative responses to exposure to movement voices.

5

Note reactions to potential grants that seem to indicate understanding or misunderstanding of concepts.



Develop Explicit, Shared, and Tested Language

+

An “**under the radar**” approach that relies on discretionary, special projects or even the interests of a specific program officer can indeed get dollars out the door.

—

But this level of pragmatism also has obvious drawbacks: Commitments may be erased with the exit of a key champion, or boards may pull back from similar grants under external pressure for which they are unprepared.





Tools: Develop Explicit, Shared, and Tested Language

The following list includes curricula, lesson plans, and videos that can be used in the early and ongoing stages of developing and aligning around explicit, shared, and tested language. There are many consulting firms and organizations that can be engaged to provide this education to staff and trustees.

In choosing a curriculum and/or consultant, ask two questions:

1

Is the curriculum based on structural analysis and does it discuss power?

2

Does the process center the voices and leadership of people of color?



Racial Equity

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Analyzes data and information about race and ethnicity

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Funding with a Racial Justice Lens: Supporting Organizations Led by People with Lived Experience of Racism

Speakers



Mohammed Badran
Founder
Syrian Volunteers in
the Netherlands



Sarah Chander
Co-founder
Equinox Initiative
for Racial Justice



Mitchell Esajas
Co-founder
The Black Archives and
of New Urban Collective



Koray Yilmaz-Günay
Board Member
neue deutsche
organisationen



Yvonne Field
*Founder and
CEO*
Ubele



Dorđe Jovanović
President
European Roma
Rights Center



Sarah Zouak
Co-Founder & Director
Lallab-2



What to Fund: Prioritize Building Power

Racial justice cannot be achieved without dramatically growing the power of communities of color.

A white environmental funder noted that a power-building approach to that issue opened up new arenas of struggle:

“With the climate community’s focus on technical issues, what got lost is the realization that you need political power to make every kind of change, and **the way you build political power is by working on things that actually matter in people’s lives...**”

...The justice-focused groups have a much stronger orientation around making people’s lives better, informed by the lived reality of people in low-income communities and the multitude of stresses and challenges that they contend with, **so it leads to solutions that are less technical around climate and more integrated into addressing other things that are related to climate.**”





Elements of Power-Building Strategies

Constituency

- Activating an impacted community
- Building disruptive economic, civic, or cultural power
- Siting decision-making power with constituent leaders
- Building structures for participation, leadership, and conflict
- Providing support and training for leaders

Systems Focus

- Race and racism examined in both diagnosis and solution
- Solutions not reliant on individual goodwill or charity
- Root causes identified
- Solutions institutionalized through policy or legislation
- Solutions can be leveraged for further change

Framing

- Values asserted in language, stories, images
- Points to history, root causes, and systems
- Centers the voice and experience of those directly impacted
- Sets new norms and introduces new concepts
- Emotionally resonant
- Enables action

Tactics

- Diverse activities that build support, pressure the system
- May include research, community arts projects, direct action, boycotts, legislative lobbying, voter registration and turnout, protests, civil disobedience, petitions, negotiation



Indicators for Sustainability of Racial Justice Efforts

Key indicators for the sustainability of racial justice efforts include:

The conditions for stable leadership that can transition smoothly when the time is right

A deep bench of leaders within an organization, with adequate staffing and infrastructure.

Broadening and/or deepening an active base

Increasing power, representation, and agency among historically marginalized communities by establishing sustainable, well-functioning institutions led by those directly impacted

Consistent alliances that deepen, grow, and take on bigger projects over time

Growing knowledge of root causes and systems among the constituency, policymakers, and/or the public

Establishment of specific policies in public and private institutions

Shifting media coverage of an issue or community

Growing ability to raise money from diversified sources





Criteria Before Funding Predominantly White Organizations to Do Racial Justice Work

Foundations considering support for predominantly white organizations on racial justice **should first ask themselves these questions:**

1

Is there an organization of color working in the same space or are there other investments that would build power and self-determination for communities of color directly?

2

Does the grantseeker understand the scale of change that would be required to become a truly multiracial organization and operate with racial justice values?

3

Has the grantseeker made investments in change work through their general operating funds, and have they ensured the work remains a top priority?

4

What would be the actual benefit to communities of color of the white organization's entry or expansion in racial justice; which communities, issues, or solutions would be elevated, for example?

5

Has the organization shown enough progress and a unique enough contribution to the work to justify continued racial justice grants?

6

Do they have authentic and lasting relationships with communities of color?





Criteria Before Funding Predominantly White Organizations to Do Racial Justice Work

*If after considering all of these criteria, investments in predominantly white organizations seeking to advance racial justice and equity still seem worthwhile, funders and these nonprofits should still consider how to operate in ways that offset the systemic inequities they are purporting to challenge. **These are a few options:***

1

Predominantly white nonprofits working on racial justice can introduce their POC partners directly to their funders, either in joint applications or to independently apply.

2

If the white nonprofits in a sector need training support, funders can send grants directly to respected racial justice training organizations to partner with the institutions that meet criteria as being both strategic and committed.

3

Any grant applications from predominantly white nonprofits for racial justice work should show how much of their current and projected core funding will be aimed at that work independent of the supplemental support they are seeking. It should simply be a non-starter if work on equity and justice is only happening if this group can get added funds to do it.



Funding with a Racial Justice Lens: Leadership & Responding to Resistance

Discussion Starters



Claudia Bollwinkel
Senior Programme Advisor
Dreilinden



Sümeyye Ekmekci
Programme Officer
Democracy and Media
Foundation



Ali Khan
Senior Portfolio Analyst
(OSIFE)
Open Society Foundations



Celia McKeon
Chief Executive
Joseph Rowntree
Charitable Trust



**Fiona Montagud
O'Curry**
Director of Programs
Calala Fondo de
Mujeres



Jenny Oppenheimer
*Action Inquiry
Manager*
Lankelly Chase



Ali Torabi
*Rights and Justice
Program Manager*
Joseph Rowntree
Charitable Trust



Resistance and Responses

Resistance claims / subtext and suggested responses

STRATEGIC
“But is this really our mission?”

- Let the data prove the point.
- Show examples from the field.
- Name and work through scenarios.
- Bring in foundation leaders who have gone through this process to share their stories.

TACTICAL
“Won’t that turn some people off?”

- Question assumptions about audience: Is it assumed to be white policymakers, partners, donors, impacted communities, or POC changemakers (and specific racial groups within those audiences)?
- Recognize that supporters may not have the same access to foundation leadership as resisters do.

WORKLOAD
“When will we have time?”

- Recognize existing choice points, and that seemingly deracialized processes are a choice to preserve the status quo.
- Discuss what can be deprioritized.
- Discuss how the process may seem a lot at first, but with time will be integrated into ongoing work and feel less overwhelming.

FEAR OF DISPLACEMENT
“What does that mean for my area or role?”

- Provide space for honest discussion and exploration of concerns.
- Work to recognize and realign roles; provide opportunities for training, development, and repositioning.
- Recognize that transitioning staff or board members may be a necessary requirement if alignment can’t be achieved.

FEAR OF RACIAL CONFLICT
“Will I get called out? Will I have to call someone out?”

- Conflict is a natural part of this process.
- Strengthen conflict-resolution muscles.
- Prepare through training and coaching.
- Build strong relationships with the racial justice field.
- Name and work through scenarios.
- Build individual confidence about talking about racial justice, and work toward normalizing the conversation within the organization by creating different opportunities.



Am I Aligning Every Aspect of My Foundation to Racial Justice?

A racial justice analysis for grantmaking needs to be grounded in a foundation that is working steadily to operationalize racial justice in every part of the organization.

Use this checklist to ensure that a racial justice lens permeates all aspects of the foundation's work:



LEADERSHIP ALIGNMENT

Foundation leaders, including trustees/board members, understand conceptually structural racism, power, and privilege; speak to how it shows up; and are willing to take risks and to ensure accountability for the foundation's actions with those most impacted, specifically communities of color.



POLICY ALIGNMENT

We use racial equity assessment and impact assessment tools to develop policies that are informed by stakeholders, dismantle inequities, and create a multiracial and equitable culture.



PRACTICE ALIGNMENT

Our theory of change for programs and strategies—that is, how they are expected to lead to results—as well as worldviews and assumptions, spoken and unspoken, are based on racial justice principles (e.g., focus on power building, movement strategy, intersectionality).



CULTURAL ALIGNMENT

We assess how systemic white dominant culture leeches into internal policies and practices. Recently there has been more emphasis on identifying these characteristics, which is important to do yet sometimes ends up centering whiteness rather than integrating practices that center the voices and leadership of people of color. Centering people of color is about shifting power, control, well-being, and comfort to people of color.



Tools & Resources for Aligning Your Foundation with Racial Justice

Align Foundation Practices with a Racial Justice Vision

Below are racial equity assessment tools and questions that can be modified to create surveys and focus groups and/or interview questions, followed by tools on other aspects of aligning your foundation.

- ***Philanthropy Self-Assessment for Working with Tribal Communities***, Native Americans in Philanthropy.
- ***Before You Begin: What Is the Role of Privilege and Risk in Exercising Foundation Power?***, In L. Ranghelli, J. Choi, & D. Petegorsky, *Power Moves: Your Essential Philanthropy Assessment Guide for Equity and Justice* (pp. 10-14). National Committee for Responsive Philanthropy.
- ***Building Power: Self-Assessment Data Gathering Tools***, In L. Ranghelli, J. Choi & D. Petegorsky, *Power Moves: Your Essential Guide for Equity and Justice* (pp. 19-28). National Committee for Responsive Philanthropy.
- ***Catalytic Change: Lessons Learned from the Racial Justice Grantmaking Assessment***, Philanthropic Initiative for Racial Equity and Applied Research Center (now Race Forward).
- ***Operationalizing a Structural Racism Framework: A Guide for Community Level Research and Action***, Stacey A Sutton, Aspen Roundtable Structural Racism and Revitalization Project.
- ***Race Matters: Organizational Self-Assessment***, Annie E. Casey Foundation.
- ***Race Matters, Racial Equity Impact Analysis, Assessing Policies, Programs and Practices***, Annie E. Casey Foundation.
- ***Questions for Grantmakers: Understanding How Structural Racism Affects Grantees***, Funders for LGBTQ Issues.
- ***Standing Together: Coming Out for Racial Justice - An Anti-Racist Organizational Development Toolkit for LGBT Equality Groups and Activists***, Basic Rights Education Fund, pp. 147-163
- ***Unite for Equity Assessment***, Change Philanthropy.
- ***Transforming Organizational Culture Assessment Tool***, Maggie Potapchuk, MP Associates.

MANY Tools and Resources



Updated/Searchable: www.racialequitytools.org

PGS. 39-48 of Guide www.racialequitytools.org



How can you
deepen support
for racial equity
& racial justice?



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