

ARIADNE



European Funders for Social Change and Human Rights



Grant Skills Week 2021: Funding with a Racial Justice Lens

Overarching on Structural/Systemic Racism in UK/EU

- FRA's work on anti-racism: [Equality, non-discrimination and racism | European Union Agency for Fundamental Rights \(europa.eu\)](#)
- [Towards Racial Justice: How the EU Can Create Lasting Change for Racialised People](#) - Equinox Initiative for Racial Justice
- [It takes a system: The systemic nature of racism and the path to systems change](#). A report by Dr Sanjiv Lingayah (the lead author of the ACEVO report Home truths: Undoing racism and delivering real diversity in the charity sector) published by ROTA (the British think tank Race on the Agenda) with support from Lankelly Chase Foundation provides a clear definition of the concept of systemic racism and outlines an agenda for dismantling it (UK focus). Also see the [related blog](#).
- Main ENAR reports on structural racism:
 - [Equality data collection: Measure/plan/act](#)
 - [Two factsheets on Equality data collection factsheet](#)
 - [Intersectional discrimination in Europe](#) (written by CIJ for ENAR)
 - [Roadmap for EU institutions to tackle structural racism](#)
 - [Key recommendations for EU anti-racism action plan](#)
 - [Policing racialised groups in the EU - briefing](#)
 - [Impact of counter-terrorism policies on racialised groups](#)
 - [Artificial intelligence in HR](#)
 - Upcoming reports on climate justice and police brutality

Resources on Racial Equity Data

- FRA Survey on Minorities and Discrimination / data explorer: [\(Discrimination\) visualisation : EU map All, All, Yes - EUMIDIS \(europa.eu\)](#)
- Being black in the EU: [Being black in the EU often means racism and poor jobs | European](#)
- [Union Agency for Fundamental Rights \(europa.eu\)](#)
- Roma: [Roma | European Union Agency for Fundamental Rights \(europa.eu\)](#)
- Antisemitism: [Antisemitism - Overview of data available in the European Union 2008–2018 |](#)
- [European Union Agency for Fundamental Rights \(europa.eu\)](#)
- [Resources on Equality Data](#) by the European Network Against Racism (ENAR)
- [EU Documents on Equality Data](#) collection: The European Handbook on Equality Data, Compendium of practices for equality data collection, etc.
- [What does philanthropy need to ask to deepen investments for racial and gender justice?](#) - Philanthropic Initiative for Racial Equity
- [What does philanthropy need to know to prioritize racial justice?](#) - Philanthropic Initiative for Racial Equity
- [Diversity Among Philanthropy Professionals \(DAPP\) Survey](#) - CHANGE Philanthropy
- Ariadne: [“Seeking an Inclusive Europe: Foundation Grantmaking for Countering Ethnic and Religious Bias and Xenophobia”](#)

Case for Supporting Racialised-Community Led Work

- [Booska Paper](#) – Ubele Initiative
- [The Case for Funding Black-Led Social Change](#) – ABFE: A Black Philanthropic Partnership
- [Baobab Foundation-UK](#)
- [Racism, Power and Truth: Experiences of People of Colour in Development](#) - Bond - UK network for organisations working in international development.
- [ACEVO](#), the British Association of Chief Executives of Voluntary Organisations, together with V4CE - [Voice4Change England](#) which is the national membership organisation dedicated to the Black and Minority Ethnic voluntary and community sector (BME VCS): [“Home Truths: Undoing racism and delivering real diversity in the charity sector”](#) (2020). This report calls British funders to gather and publish data on funding for minority-led CSOs. You can listen to a [podcast episode](#), in which Kristiana Wrixon – head of policy at ACEVO – talks to Dr. Sanjiv Lingayah, lead author and Voice4Change England associate, and Sufina Ahmad, director at John Ellerman Foundation and a member of the ACEVO race advisory group, about the making of the report as well as their personal impressions about the findings and recommendations.
- Calala Fondo de Mujeres [“Migrant Power - Lessons learned accompanying the migrant and racialised women’s movement in the Spanish State”](#) Programs Director Fiona

Montagud O'Curry explains Calala's learnings (on the programmatic side) working with the migrant women community in Spain (2020).

- Mohammed Badran, [Migrant-led advocacy across Europe - Challenges and Opportunities](#) Chapter 5 of the report 'My expertise is not expertise' addresses issues related to institutional racism and bias in the migration sector.
- Funders for Race Equality Alliance report: ["A quantitative analysis of the emergency funding to the UK Black and Minority Ethnic Voluntary Sector During Covid-19"](#) (April 2021)

Changing Organizational & Grantmaking Practices to Racial Justice

- [Grantmaking with a Racial Justice Lens - A Practical Guide](#) by PRE Senior Fellow Rinku Sen and Executive Director Lori Villarosa Philanthropic Initiative for Racial Equity, 2019.
- When PRE released [Grantmaking with a Racial Equity Lens](#) in 2006 in partnership with GrantCraft, only a small number of foundations had made racial equity a major focus of their work. It was still common to have funders thinking colorblindness or universal approaches was the ideal, and there were others who only focused on diversity and inclusion.
- [Trust-Based Philanthropy: An Overview](#) - Trust-Based Philanthropy Project
- [Fund Us Like You Want Us to Win](#) - The Chronicle of Philanthropy
- [Power Moves](#) - National Center for Responsive Philanthropy (NCRP)
- [Three Faces of Power](#) - Grassroots Policy Project
- [Future Foundations UK \(FFUK\)](#): A network supporting People of Colour working in the UK philanthropic sector- see their [three collective statements and calls to action](#) (March and May 2020, and March 2021) on the funding sector's response to racial justice.
- [A statement from the Joseph Rowntree Foundation \(JRF\) Trustees and Joseph Rowntree Housing Trust \(JRHT\) Board](#) (April 2021): this apology regarding the benefits accrued due to its links to slavery and colonialism is a remarkable step for the European foundations.
- [The Listening Fund. Who Has Gained? Moving from Extractive to Equitable Listening.](#) Report by Nusrat Faizullah and Farzana Khan (December 2020).
- [DEI Coalition](#): A coalition in the UK philanthropic sector that are learning together to embed Diversity, Equity and Inclusion throughout their work.
- [Resourcing Racial Justice](#): UK wide-funding pool to support individuals and communities working towards racial justice, established by a coalition of people of colour
- HRFN, Ariadne and PAWHR: [Human Rights Grantmaking Principles](#) (2020). See #5 - Equity.
- The Grant Givers Movement: ["No room for complicity: fighting racism within funded partners"](#) by Aanchal Clare on behalf of the GGM. Aanchal is an organising member at Grant Givers Movement, part of the Learning and Fund Design team at Comic Relief and a Trustee at Peter Minet Trust and the Association of Charitable Foundations.
- Race Equality Audit Tool developed by Barrow Cadbury Trust, Esmée Fairbairn Foundation, Lloyds Foundation and Power to Change on behalf of the Funders for Race

Equality Alliance to help British foundations decide what actions need to be taken. You can [watch a webinar on how it works here](#), watch the [downloaded presentation here](#) and [download the spreadsheet here](#).

- The Association of Charitable Foundations (ACF): Pages on Diversity, Equity and Inclusion, gathers many [British initiatives](#) and [resources](#) to various initiatives for racial equality/justice and a more diverse, equitable and inclusive charity sector including the report “[Diversity, Equity and Inclusion: The Pillars of Stronger Foundation Practice](#)”.
- Alliance Magazine published various articles on the matter, such as (among the most recent ones of particular relevance for Europe):
 - “[Resourcing racial justice means risk is no longer racialised](#)” by Nusrat Faizullah and Farzana Khan, January 2021.
 - “[From tragedies to transformation: Using a racial justice lens in global grantmaking](#)” by Lori Villarosa, July 2020.
 - “[Philanthropy and racial justice – can it be different now?](#)” by Jenny Oppenheimer, June 2020.
- [No, you can't be silently anti-racist: how introverts can speak out against racism](#) by Allison Carney Consulting, June 2021.
- [What is Retroactive Allyship Theater, and are you guilty of it?](#) by Vu Le, June 2021.
- [Language is important: Why we are moving away from the terms 'allyship' and 'privilege' in our work](#) by Dr Muna Abdi, MA Education consultancy, June 2021.