

## Racial Equity and Justice in Philanthropy Funders Summit – Pre Summit Activity

June 22, 2020

### Shifting Structures in Black Philanthropy

#### Calls to Action for Philanthropic Organizations and the Sector at Large

1. Publicly take a stand on anti-Black racism that is grounded in community consultation, name, and recognize the experience of Black communities, not as a monolith, but reflective of the diverse communities your organizations serve.
2. Commit to keeping the current sense of urgency in addressing anti-Black racism by starting and continuing to action solutions.
3. Engage in a reckoning/reconciliation of how much philanthropic wealth amassed stems from the labour of Black and Indigenous communities and make structural changes in organizational systems to account for this reality.
4. Conduct a full organization equity audit. Black professionals can be engaged in all areas of an organization: investment, finance, vendors, communications, accounting, legal, etc.
5. Collect race-based data where relevant to better inform organization objectives from a place of racial equity and justice.
6. Develop and resource internal strategies for institutional change that engages the entire organization in education and analysis on power and privilege, anti-racism, and anti-oppression; and include accountability measures.
7. Name Black communities as priorities for investment and be able to articulate why this is necessary.
8. Expand the Funder definition of "Capacity" when it comes to granting to Black and BIPOC led organizations.
9. Bear the burden of strategizing and implementing solutions to reduce administrative barriers (required charitable status, extensive written applications, data collections and reports) to increase access to resources for BIPOC organizations.
10. Build authentic relationships with equity-seeking communities (i.e. community consultations, increased outreach, being on the ground with community, leadership development programs for BIPOC individuals/organizations)
11. Actively work to shift the view of racialized communities from recipients to active contributors and philanthropists.
12. Increase the percentage of disbursement funds, in general, but in particular during circumstances of Black uprising or global pandemics that disproportionately impact Black and Indigenous communities.



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