

# SHIFTING STRUCTURES IN BLACK PHILANTHROPY

FACILITATED BY:  
DORLA TUNE



**WE PUSH THROUGH & IMPACT CHANGE**

STANDING IN OUR STRENGTH TO CREATE STRUCTURAL CHANGES

NETWORKS OF SUPPORT MAINTAINING MOMENTUM  
OPENING DOORS FOR MORE BLACK LEADERS

**BUT WE SHOULD NOT HAVE TO BE THE ONLY ONES RESPONSIBLE FOR ENACTING THESE CHANGES**

**REDRESS & REPARATIONS**

HOW MUCH PHILANTHROPIC WEALTH AMASSED STEMS FROM BLACK & INDIGENOUS LABOUR?

WHITE FRAGILITY & STRAIGHT OUT RACISM  
THE URGENCY OF OUR STRUGGLE EXISTING ONLY WITHIN THE NEWS CYCLE  
BEING TOLD TO BE PATIENT IN THE FACE OF INJUSTICE  
FOR MYSELF & OTHERS  
REPERCUSSION FOR SPEAKING OUT  
ONGOING CYCLES OF BURNOUT  
BEING SET UP TO FAIL & SUCCESSES NOT BEING RECOGNIZED  
BURDEN OF BEING THE ONLY BLACK PERSON IN THE TEAM

THE IMPACT & REACH OF OUR WORK IS HINDERED BY

## CONCRETE ACTIONS

TO START BREAKING DOWN BARRIERS

