Public Policy Peer Community

- **Lori Villarosa**, Executive Director, Philanthropic Initiative for Racial Equity    @RJGrantmakers
- **Anthony Simmons**, Manager for the Racial Equity Grantmaking Program, ABFE    @ABFE
- **Lauren Bennett**, Director of Communications, Funders Together to End Homelessness    @FundersTogether
Today’s Roadmap

- Welcome and Introductions
- Presentation from PRE, ABFE, and Funders Together To End Homelessness
- Break
- Table Breakout Discussions
- Open Discussion
- Conclusion
Introductions of Public Policy Peer Community Attendees
Ground Rules and Mutual Commitments

- Be Present
- Step up, step back
- Build and maintain brave space
- Don’t assume, clarify your understanding vs defining others’ points
- Offer what you can, ask for what you need, & embrace your role in learning & leading process
- Respect confidentiality/check to share lessons
Philanthropic Initiative for Racial Equity

- Founded 16 years ago with mission 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

- Lori Villarosa, Founder and Executive Director

- Guided by multiracial, mainly POC, intergenerational, diverse leadership of racial justice activists, advocates, think tanks, and organizers.

www.racialequity.org
@RJGrantmakers
What does philanthropy need to know to PRIORITIZE RACIAL JUSTICE? 2018 UPDATE

FOUNDATION FUNDING FOR COMMUNITIES OF COLOR

While foundation funding for communities of color remained stagnant for most of the last decade, it has started to increase, albeit not at the same rate that domestic foundation funding has increased.

As of 2016, only 9.6 percent of domestic foundation funding focused on communities of color — down from a high of 12 percent in 2009.

FOUNDATION GRANTMAKING FOR COMMUNITIES OF COLOR, 2006-2016 (IN BILLIONS)

PERCENTAGE OF DOMESTIC FOUNDATION FUNDING GOING TO COMMUNITIES OF COLOR, 2016

9.6% GIVING FOR COMMUNITIES OF COLOR

90.4% OTHER DOMESTIC GIVING
TRENDS IN RACIAL JUSTICE GRANTMAKING

The number of funders using racial justice language has increased across almost all foundation types with the Foundation Center’s dataset of the top 1,000 funders.

FUNDERS USING RACIAL JUSTICE LANGUAGE, BY FOUNDATION TYPE (2008 VS 2016)

COMMUNITY FOUNDATIONS

CORPORATE FOUNDERS

FAMILY FOUNDATIONS

PRIVATE FOUNDATIONS*

*Includes non-family, independent & operating foundations.

While the number of racial justice grants awarded and racial justice funding more than doubled between 2008 and 2016, general operating support for racial justice work has been less stable and peaked in 2012.

RACIAL JUSTICE FUNDING BY TYPE OF SUPPORT, 2008-2016 (IN MILLIONS)

[Graph showing funding trends over time]
TRENDS IN FOUNDATION SUPPORT FOR POLICY, ADVOCACY, AND SYSTEMS REFORM BY COMMUNITIES OF COLOR

As of 2016, 1 in 5 dollars awarded to communities of color supports some form of policy, advocacy, or systems reform work.

Of this support, 8 percent was awarded specifically to grassroots organizing.

In the last decade, funding for grassroots organizing in communities of color has increased more than 4 fold – from less than $7 million in 2006 to an estimated $37.9 million in 2016.
43% of survey respondents define their racial equity work as “just beginning”

51% of survey respondents have been engaged in racial equity work for a longer period of time but don’t consider their efforts as “advanced”
According to United Philanthropy Forum’s 2018 Report *Advancing Racial Equity in Philanthropy: A Scan of Philanthropy-Serving Organizations*, 51% of survey respondents have been engaged in racial equity work, though don’t necessarily consider their efforts advanced. Below are just a few highlights:

- **Connecticut Council for Philanthropy** – Like many, has ongoing DEI committee, in past six months alone, CCP: convened CEOs of Community Foundations & private foundation members for daylong session on racial equity/racial justice grantmaking with PRE; hosted focus group of racial equity NGOs to inform process and identify needs; provided training for membership on racial equity grantmaking with Race Forward; and highlighted racial equity throughout annual conference.

- **Funders Together to End Homelessness** – Funders Together to End Homelessness brought in PRE and ABFE to work with Board and Staff, highlighted racial equity issues at annual convenings and developed their own program: Foundations for Racial Equity. This program is a two-year practice to “help funders move the needle toward greater racial equity in homelessness and housing.”

- **Grantmakers in the Arts** – GIA offered a pre-conference workshop at their conference on RE and engaged a range of thought leaders in the space through workshops and trainings.

- **Washington Regional Association of Grantmakers** – WRAG’s current work includes Putting Racism on the Table, “a learning and action series for philanthropy” covering different topics related to structural racism. Phase two of their RE work includes evolving to engage nonprofit leaders.
<table>
<thead>
<tr>
<th>Description</th>
<th>Percentage of PSOs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategic communications plan created to advance policy work agenda (n=31)</td>
<td>26</td>
</tr>
<tr>
<td>Organization has filed a 501(h) election to lobby (n=31)</td>
<td>32</td>
</tr>
<tr>
<td>Body (formal or informal) established to advise the state’s chief charity official (n=31)</td>
<td>39</td>
</tr>
<tr>
<td>Communications/outreach plan to build member engagement in policy work (n=30)</td>
<td>43</td>
</tr>
<tr>
<td>System established to track expenses and time spent for lobbying (n=30)</td>
<td>43</td>
</tr>
<tr>
<td>Legislative agenda approved annually to set priorities (n=31)</td>
<td>45</td>
</tr>
<tr>
<td>PSO receives operating/project support for policy work (n=31)</td>
<td>45</td>
</tr>
<tr>
<td></td>
<td>2009</td>
</tr>
<tr>
<td>--------------------------------</td>
<td>------</td>
</tr>
<tr>
<td>Allocate some staff time to policy</td>
<td>45%</td>
</tr>
<tr>
<td>Facilitate relationships with policymakers</td>
<td>43%</td>
</tr>
<tr>
<td>Provide policy resources &amp; tools to members</td>
<td>35%</td>
</tr>
<tr>
<td>Provide briefings to policymakers</td>
<td>21%</td>
</tr>
</tbody>
</table>

United Philanthropy Forum, 2019
Figure 4. Other Common Services Provided by PSOs for Their Members

- Conducting or funding nonpartisan research and analysis on legislative issues (n=31): 26
- Serving as an information clearinghouse for public policy issues such as education, health, etc. (n=30): 30
- Educating the public and the media regarding policy issues of interest to members (n=31): 58
- Systematically monitoring at least some of the federal, state, or local policy issues relevant to policy work objectives (n=32): 59
- Inviting an elected official to meet with members to discuss a policy issue (n=31): 64
- Inviting an appointed official to meet with members to discuss a policy issue (n=31): 64
<table>
<thead>
<tr>
<th>Our original guide describes four key elements of a racial equity lens. Each of these elements is preserved with a racial justice lens.</th>
<th>It requires analyzing data and information about race and ethnicity.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>It requires understanding disparities and the reasons they exist.</td>
</tr>
<tr>
<td></td>
<td>It looks at the structural, root causes of problems.</td>
</tr>
<tr>
<td></td>
<td>It names race explicitly when talking about problems and solutions.</td>
</tr>
<tr>
<td>But we would add these elements to raise the stakes toward racial justice.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>An explicit focus on power building in multiple forms, centered on those people who are most impacted</td>
</tr>
<tr>
<td></td>
<td>An emphasis on transformative, high leverage systemic advances, including fundamental changes in policies, establishing new norms, or designing alternative systems</td>
</tr>
</tbody>
</table>
About ABFE:
A Philanthropic Partnership for Black Communities

Mission:

To Promote Effective and Responsive Philanthropy in Black Communities
Clarifying concepts: The Inter-related Forms of Racism

Many of us tend to focus our attention here

ABFE framework focuses here

Institutional/Structural

Internalized

White privilege/power

Personally mediated
Policies and practices create barriers to opportunity:  
A historical example that shapes opportunity today

Film clip from *Segregated by Design*

Available from Silkworm Studio
THE BACKSTORY OF INEQUITY IN THE US
THE BACKSTORY OF INEQUITY IN THE US

[Image of children standing against a wall]

[Text block with unclear handwriting]
## Philip’s Story

<table>
<thead>
<tr>
<th>Child born right after WWII</th>
<th>Father’s status</th>
<th>GI Bill: FHA &amp; VA loans</th>
<th>Consequences for child’s education</th>
<th>Consequences for child’s well-being in adulthood</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low-income, White</td>
<td>White veteran, high school diploma</td>
<td>Able to use low-interest mortgage provisions to move family from public housing to segregated suburban home ownership</td>
<td>Family borrowed from home equity to send child to college (first in family to go to college)</td>
<td>Philip gets professional job, buys own house, inherits appreciated house when father dies, is able to save for retirement</td>
</tr>
</tbody>
</table>

- **Child born right after WWII**: Philip was born right after WWII.
- **Father’s status**: Philip’s father had a White veteran status with a high school diploma.
- **GI Bill: FHA & VA loans**: Philip’s family was able to use low-interest mortgage provisions to move from public housing to segregated suburban home ownership.
- **Consequences for child’s education**: Philip’s family borrowed from home equity to send the child to college (first in family to go to college).
- **Consequences for child’s well-being in adulthood**: Philip got a professional job, bought his own house, inherited an appreciated house when his father died, and was able to save for retirement.

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### GI Bill: FHA & VA Loans

- **Able to use low-interest mortgage provisions to move family from public housing to segregated suburban home ownership** (first in family to go to college)
# Thomas’ Story

<table>
<thead>
<tr>
<th>Child born right after WWII</th>
<th>Father’s status</th>
<th>GI Bill: FHA &amp; VA loans</th>
<th>Consequences for child’s education</th>
<th>Consequences for child’s well-being in adulthood</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low-income, Black</td>
<td>Black veteran, high school diploma</td>
<td>Could not access home loan b/c of racially restrictive underwriting criteria; family remained in rental housing in the city</td>
<td>Family could not afford to send child to college; high school diploma is from under-resourced school</td>
<td>Thomas works in lower-wage jobs, remains in rental home, has to borrow $ when father dies to give him decent funeral</td>
</tr>
</tbody>
</table>
Philip’s & Thomas’ Story in Pictures

1948
Both Dads in WWII

1955
GI Bill

2005
THE BACKSTORY OF INEQUITY IN THE US

WHITE FAMILIES

- Median Income: ~$60,000
- Median Wealth: ~$134,000
- Inherited Wealth: 24% of households*
- Avg. Inheritance: $140,000*

BLACK FAMILIES

- Median Income: ~$37,000
- Median Wealth: ~$11,000
- Inherited Wealth: 6% of households*
- Avg. Inheritance: $42,000*

* Reflect 1989 available data
Ways the GI Bill contributed to today’s racial inequities in employment

• Employment barriers
  • Long-term housing instability
GIs & residents from other racial groups had inequitable experiences, too.

Navajo Code Talkers, 1944

Alut: “scorched earth policy” & internment, 1942

Navajo Code Talkers, 1944

Franco Araujo. Source: CNN.com

Herbert Miyasaki and Akiji Yoshima. Source:

Roberto Ruiz. Source: OC Register, 9/14/2011

For information about trainings or to discuss further, contact:

ABFE
(Association for Black Foundation Executives)
Anthony Simmons, Manager
asimmons@abfe.org

www.abfe.org
Using the Principles of Equity and Inclusion to Guide our Policy Work
Using Choice Points to Advance Equity & Inclusion

1. Where are the decision-making points that affect outcomes?

2. What decisions/actions may be reinforcing the status quo, implicit bias and current inequities?

3. What alternative action options could produce different outcomes?

4. Which action will best advance equity and inclusion?

5. What reminders, supports and accountability systems can be structured into routine practices to keep equity as a high priority?
Systemic analysis and an innovative approach to complex race issues to help people take effective action toward racial equity.
THREE FACES OF POWER

ORGANIZING
PEOPLE & RESOURCES FOR
DIRECT POLITICAL ACTION

BUILDING
INFRASTRUCTURE
& SHAPING THE POLITICAL
AGENDA

MAKING MEANING
ON THE TERRAIN OF IDEOLOGY
& WORLDVIEW

-- Grassroots Policy Project
Composition of the New American Majority
(Percentage of All U.S. Eligible Voters)

- Progressive Whites: 28%
- Other Whites: 43%
- Progressive People of Color: 23%
- New American Majority: 51%
- Other People of Color: 6%

Now America looks different

It’s time for a new politics
America already has a Multiracial A New American Majority
“[Organization X] experts spent the last few months in conversations with leaders from across the country who are using a range of established strategies to promote equity and expand access to opportunity.”

“Because [Organization Y] is also focused on these issues, I thought I would reach out personally to share the results of this deliberate process, which identifies areas where knowledge-building focused explicitly on overcoming the legacy of structural racism could accelerate solutions to the profound equity gaps that persist today.”

“The [Organization X] team is available to meet with you and your team about finding solutions to structural racism…”
FROM MOMENT TO MOVEMENT
TRAYVON MARTIN

FIGHT for Trayvon Martin.
INVESTIGATE the laws that emboldened his killer.
UNCOVER the organization behind racist laws across the country.
DEVISE a strategy to hold ALEC’s corporate enablers accountable.
CHANNEL energy from individual moments into the fight for system-wide change.

SYSTEM CHANGE STRATEGY

CORPORATE ACCOUNTABILITY
DISMANTLING RIGHT-WING INFRASTRUCTURE
ANTI-BLACK VIOLENCE & SUPPRESSION

ENDING ANTI-BLACK POLICIES

SCALE

RESPOND  BUILD  PIVOT

VOTER ID  DOJ
Using a Racial Equity or Racial Justice Lens is about EFFECTIVENESS and IMPACT,

Not simply the moral thing to do, and not an add on, but what it will take for true transformation.
Keep in Touch with PRE

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www.racialequity.org
Funders Together
TO END HOMELESSNESS

240 Members
Community Foundations
Corporate Giving Programs
Family Foundations
Individual Philanthropists
Private Foundations
United Ways

Areas of Work
In-Person Networking Opportunities
Online Programming & Resources
Connect with Peers & National Partners
Funder Networks
Communities of Practice
Addressing Racial Inequities
Advocacy and Policy Efforts
Issue-based Learnings
Technical Assistance
Previous Mission Statement

Expanding philanthropy’s impact and influence to advance the movement to prevent and end homelessness
Revised Mission Statement

Mobilize members to utilize the voice, influence, and expertise of philanthropy in ways that will advance lasting solutions to ending homelessness, addressing its underlying causes, including structural and racial inequities, and helping create policies and systems that center people with lived experience.
Racial Equity

Policy & Advocacy

- All Programming
- Foundations for Racial Equity
- Foundations for Employment & Housing
- Funders Network for Youth Success
- Regional Funders Networks
- Racial Equity Working Group
10 Minute Break
Peer Discussion Topics:

1) How might we shift philanthropic culture to recognize the value of public policy and advocacy in achieving our racial equity goals and how do we convince philanthropy to make a commitment to this work? (Lori)

2) How might we build and share structures, processes, and tools to fully integrate equity and inclusion principles into our policy work? (Anthony)

3) How can we maximize our networks and partnerships to connect local and state efforts to the national policy level on issues related to equity and inclusion? (Lauren)
Open Conversation

Are there topics or issues that came up today that you want to discuss further as a group? What resonated?

Are there elements of your table discussions that you want to elevate to the whole group?

Are there other policy topics we have not touched upon today that you would like to discuss with the group?
Share Your Feedback

- Please take a couple of minutes and share what you thought of today’s session. We want to hear from you!
- Session surveys are available in the conference app.
- Navigate to the session and click on “Session Survey” underneath the session description & speakers.
Thank You

- What’s Next?
  - 5:00 - 5:30 pm, Break
  - 5:30 - 7:00 pm, Welcome Reception: Rock & Roll Hall of Fame
  - 7:00 - 9:00 pm, Dine Arounds (Sign Up at Registration Desk)