



## What is Anti-racism?



Anti-racism is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably\*.

**Vision:** With an enduring focus on anti-racism, MCF brings philanthropy together to advance justice and distribute resources equitably in the community.



### COMPONENTS:

#### Becoming an anti-racist board:

- MCF board is courageous, visionary, systems focused, committed to personal and group learning
- Assess and revise governance policies and practices
- Be anti-racism ambassadors in the philanthropic community

#### Becoming an anti-racist organization:

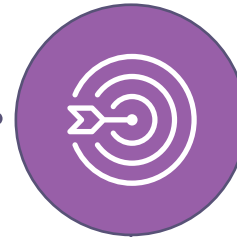
- The organization is anti-racist as an employer, economic entity, and community partner
- Assess and revise organizational policies and practices
- Build and deepen collaboration with anti-racist partners

#### Engaging/Leading the field in anti-racist philanthropy:

- Build support among the MCF community for advancing anti-racist philanthropy
- Develop programs, tools and resources to advance anti-racist philanthropy
- Build and deepen collaboration with those engaged in anti-racist philanthropy

#### Becoming an anti-racist staff:

- Engage in continuous learning, as individuals and as a group
- Lead and model active anti-racism, demonstrating anti-racism in all the work we do
- Know and live MCF's anti-racism vision and D.E.I. values



### FOUNDATION FOR THIS WORK:

- D.E.I Vision and Values
- 2022 Strategic Framework
- Principles for Philanthropy



### 2023 ACTIVITIES:

1. Develop metrics and begin to address issues revealed in the TOCA assessment and the Racial Justice 2023 Cohort
2. Define opportunities to bring anti-racism to MCF members
3. Provide tools and resources for advancing equity and justice through MCF's Strategic Framework and Principles for Philanthropy
4. Continue to develop an inclusive governance and practice that welcomes diverse perspectives



### COMMITMENT OF RESOURCES:

1. Staff and Board participation in Racial Equity Cohort
2. Board focus on inclusive government culture
3. Staff allocates time for learning at all staff meetings
4. Dedicated capacity to programs and networks