

# The Intersection of TRUST-BASED PHILANTHROPY & RACIAL EQUITY

## TRUST-BASED PHILANTHROPY

Long-term, systemic, culture change work rooted in a set of values and six interrelated grantmaking practices that help advance equity, shift power, and build mutually accountable relationships between funders, nonprofits, and communities.

## RACIAL EQUITY WORK

The intentional and continual practice of addressing and eliminating racial disparities by changing policies, practices systems, and structures and prioritizing measurable improvement in the lives of people of color (POC) so that race no longer dictates outcomes.

#### TRUST-BASED PHILANTHROPY

- WHAT IT IS: a framework for philanthropy
- REQUIRES an understanding of philanthropy's history of harm toward marginalized communities
- ONUS ON FUNDERS to shift conventional practices for better relationships
- **INFORMED BY** nonprofit experience and feedback
- COMPONENTS FOR SUCCESS: power-consciousness, relationship-building, trust, feedback loops, & continuous iteration
- ULTIMATE GOAL: funders & nonprofits have mutually accountable, healthy, strong relationships; funder practices & culture reflect values of equity & mutuality; communities' needs are prioritized

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- ASSERT A VISION for a more just and equitable society
- AIM AND WORK to address inequities in the social sector
- COMPLEMENT AND RELY on each other
- REQUIRE INTERNAL WORK to address organizational culture, structures, leadership, and practices
- REQUIRE EXTERNAL WORK with affected populations to heal from systems of oppression
- REQUIRE CUSTOMIZED SOLUTIONS and interventions, determined by community-defined need and context
- ARE SUSTAINED BY an ecosphere of organizations and advocates contributing to progress and thought leadership

### RACIAL EQUITY WORK

- WHAT IT IS: a process and an outcome for society
- REQUIRES an understanding of the pervasive effects of institutional racism in our systems and structures
- ONUS ON EVERYONE, with a focus on systems and agents of privilege
- INFORMED BY historical injustice, demographic disparities, and lived experiences of POC
- COMPONENTS FOR SUCCESS: reflection, vulnerability, diversity, inclusion, and right-sized interventions
- ULTIMATE GOAL: racial identity no longer determines life outcomes or experiences in our society and institutions

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