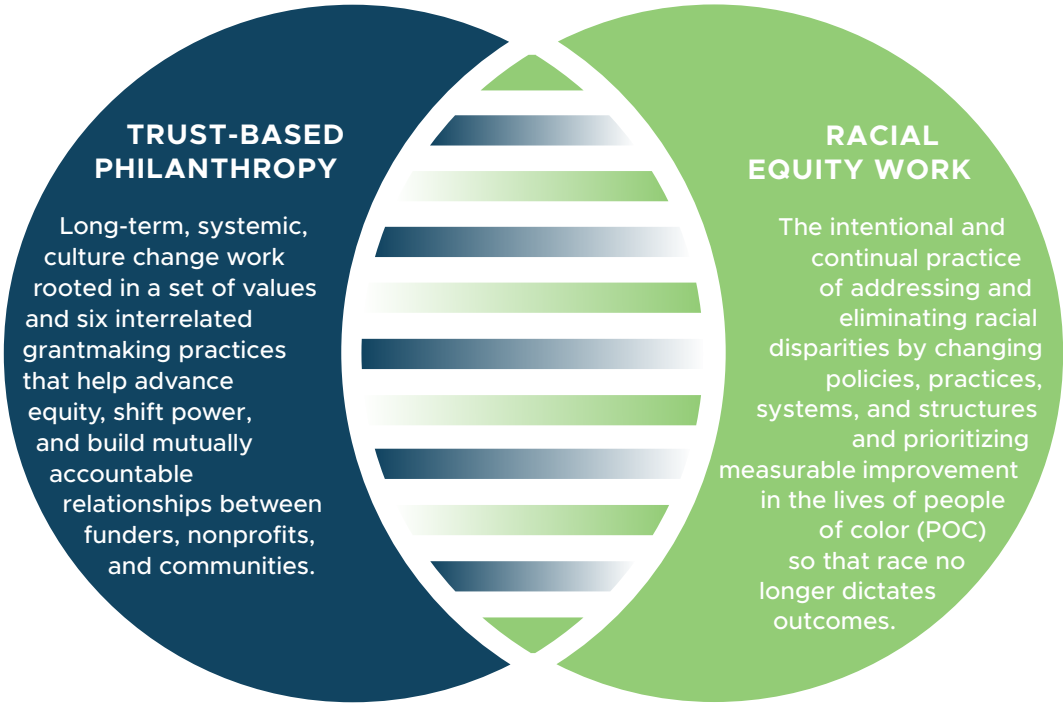




# The Intersection of TRUST-BASED PHILANTHROPY & RACIAL EQUITY WORK



## 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

## BOTH

- **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 ecosystem 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

Special thanks to our reviewers and contributors to this resource: Gabriela Alcalde, Executive Director at Elmina B. Sewall Foundation; Pamela Ross, Vice President of Community Leadership & Equitable Initiatives at The Indianapolis Foundation; Sequoia Thompson, Coordinator, Equity, Organizational Culture, & Dialogue, at SoCal Grantmakers