

# CATALYTIC CHANGE

---



## Lessons Learned from the Racial Justice Grantmaking Assessment

Philanthropic Initiative for Racial Equity (PRE)  
Applied Research Center (ARC)

# Presenters



**Lori Villarosa**  
Founder and  
Executive Director,  
PRE



**Rinku Sen**  
President and CEO,  
ARC



**Patricia Brandes**  
Executive Director,  
Barr Foundation



**Margaret O'Bryon**  
President and CEO,  
Consumer Health  
Foundation

# PRE

## The Philanthropic Initiative for Racial Equity

**Goal: To increase the amount and effectiveness of resources aimed at combating institutional and structural racism.**

- Works primarily with grantmakers and organized philanthropy
- In partnership with racial justice nonprofits, existing funder networks, and other intermediaries



# ARC

The Applied Research Center

**A racial justice think tank and home for media and activism, ARC uses rigorous research and new technology to popularize the need for racial justice, and to prepare people to fight for it.**

- **The Media and Journalism Program**
- **The Strategic Research and Policy Analysis Program**
- **The Racial Justice Leadership Action Network**
- **The Facing Race Conference**



Applied  
Research  
Center

# Assumptions



Policy debates often have serious racial consequences that lie “hidden” beneath coded language or universal frames.

Explicit language helps to unveil false assumptions about race and addresses root causes.

Racial justice work requires us to establish a common language to talk about race.

# Definitions

## Institutional Racism:

The discriminatory treatment; unfair policies, practices, and patterns; and inequitable opportunities and impacts based on race in public and private institutions.

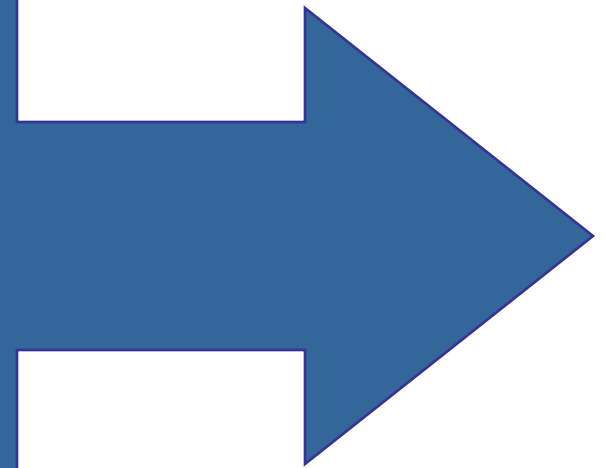


# Definitions

## Structural Racism:

The cumulative impact of the racism in multiple institutions over time. It encompasses:

- ✓ History
- ✓ Culture
- ✓ Interconnected institutions & policies



# Definitions



## Racial Justice:

The proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.



**Diversity ≠ Racial Justice**

# THE RACIAL JUSTICE GRANTMAKING ASSESSMENT

determines how effectively a foundation is advancing racial justice

**September, 2007**

**June, 2008**



# Assessing the Grantees:

## Measuring Racial Explicitness

<b>LOW</b>	<b>MEDIUM</b>	<b>HIGH</b>
<p>Race and ethnicity is not on these organizations' radar screens based on how they frame their grant projects and describe their work.</p>	<p>Race and ethnicity are mentioned in these organizations' grant descriptions, typically in terms of their clients or constituents. Some organizations define the problems they are addressing through a racial disparity lens.</p>	<p>These organizations explicitly name racial equity in defining the problems they address and the strategies they use, and in describing their organizations.</p>

# Foundation Readiness









## Internal Operations

RACIAL JUSTICE CAPACITY AREA	FOUNDATION A	FOUNDATION B
Inclusive policies and practices	●	●
Racially diverse board	●	○
Racially diverse program staff	◐	●
Staff and board development on issues of race	◐	◐
Strategic plan and/or theory of change reflects racial equity analysis	◐	◐

KEY: ○ = None, ◐ = Some, ● = Yes

# Foundation Readiness

## Grantmaking and Grantee Relations

RACIAL JUSTICE CAPACITY AREA	FOUNDATION A	FOUNDATION B
Capacity building for emerging organizations in communities of color		
Use of intermediaries with racial equity analysis		
Systematic collection of board/staff demographic data from grantees		
Collection of demographic data about populations served by grantees		

KEY: ○ = None, ◐ = Some, ● = Yes

# Foundation Readiness

## Communications

RACIAL JUSTICE CAPACITY AREA	FOUNDATION A	FOUNDATION B
Shared explicit racial justice language and analysis among staff	○	○
External communication includes racial equity terms and explicit racial equity analysis	◐	○

KEY: ○ = None, ◐ = Some, ● = Yes

# Lessons Learned

And implications for the philanthropic field



- When communicating with grantees, program officers tend to use moral arguments, rather than *mission-* and *strategy-driven* arguments for racial justice.
- An explicit focus on racial justice provides a strategic lens that can open up new strategies, opportunities, and solutions.

# Recommendations

1. Move beyond diversity
2. Be more explicit
3. Revise the grantmaking process
4. Provide leadership in the field of philanthropy



# BARR FOUNDATION

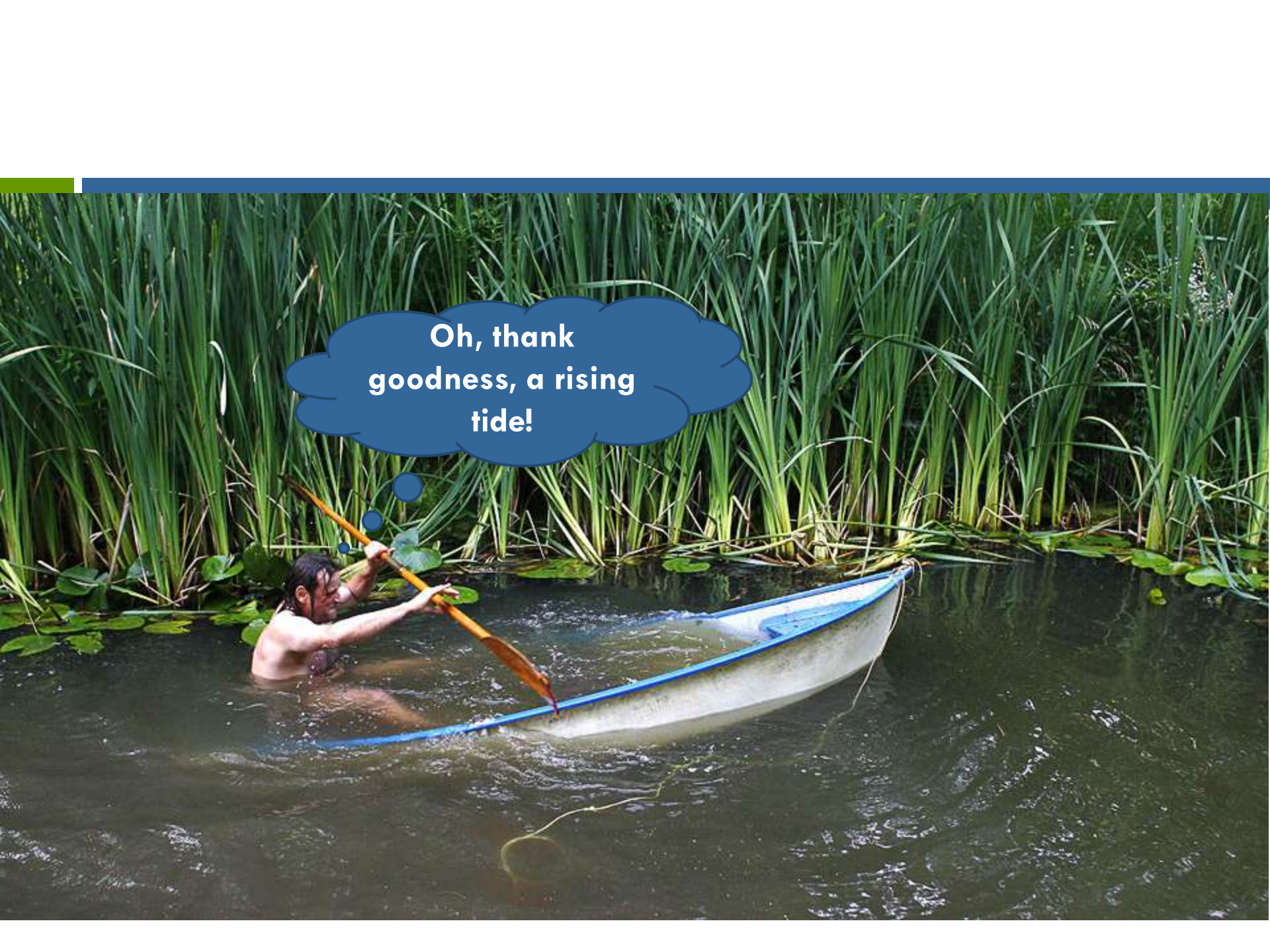
Using KNOWLEDGE, NETWORKS and FUNDING  
to Build a Better Boston for All

## Patricia Brandes, Executive Director



[www.barrfoundation.org](http://www.barrfoundation.org)

- Private family foundation
- Anonymously gives \$50 million each year to Boston area nonprofits
- Systems, knowledge, and network-based approach
- Primary focus on education, the environment, and the arts
- Staff initiated the ARC-PRE assessment



Oh, thank  
goodness, a rising  
tide!

# Our starting point in this work

Barr Foundation | About Barr Foundation - Windows Internet Explorer

http://www.barrfoundation.org/about/index.html

File Edit View Favorites Tools Help x Google Search

## BARR FOUNDATION

### About Barr Foundation

**About Barr Foundation**

**Our Mission**

The Barr Foundation is a private foundation committed to enhancing the quality of life for all of Boston's residents. While our primary areas of emphasis are education and the environment, we also provide support to arts and cultural activities.

**Our Vision**

The Foundation's vision is that of a city with deep connections to nature and community, rich cultural expression, and hopeful futures for children and youth. To achieve this vision, the Foundation focuses on partnerships with and among others that advance a vital, just and caring community.

**Our Approach to Sustainable Change**

We have developed five basic approaches to our work:

1. [Understanding and Working Within Systems;](#)
2. [Listening to and Supporting Greater Boston's Diverse Voices;](#)
3. [Strengthening Connections Within and Among Networks;](#)
4. [Practicing Knowledge Management and Encouraging Continuous Learning;](#) and
5. [Appreciating and Nurturing Community-Based Leadership.](#)

## Mission:

*"...enhancing the quality of life  
FOR ALL of Boston's residence."*

## Our Approach:

*Listening to and Supporting  
Greater Boston's **Diverse Voice***

**diverse voices**

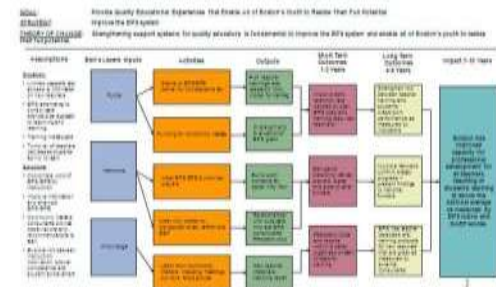


# ARC-PRE Recommendations for Barr

1. Move beyond diversity to racial justice



2. Be explicit in analysis & communication of problems & solutions



3. Pursue more structural solutions



# What we did next (a.k.a. the low hanging fruit)...



- ❑ Share ARC-PRE report and presentation with grantees and colleagues
- ❑ Ongoing development for Staff and “Barr Fellows” on Structural Racism
- ❑ Change our grant application
  - Staff, leadership, and board diversity data
  - Open questions on structural racism analysis
- ❑ Integrate racial justice analysis into our strategy review processes

# James Jennings Research on “Neighborhood Distress”

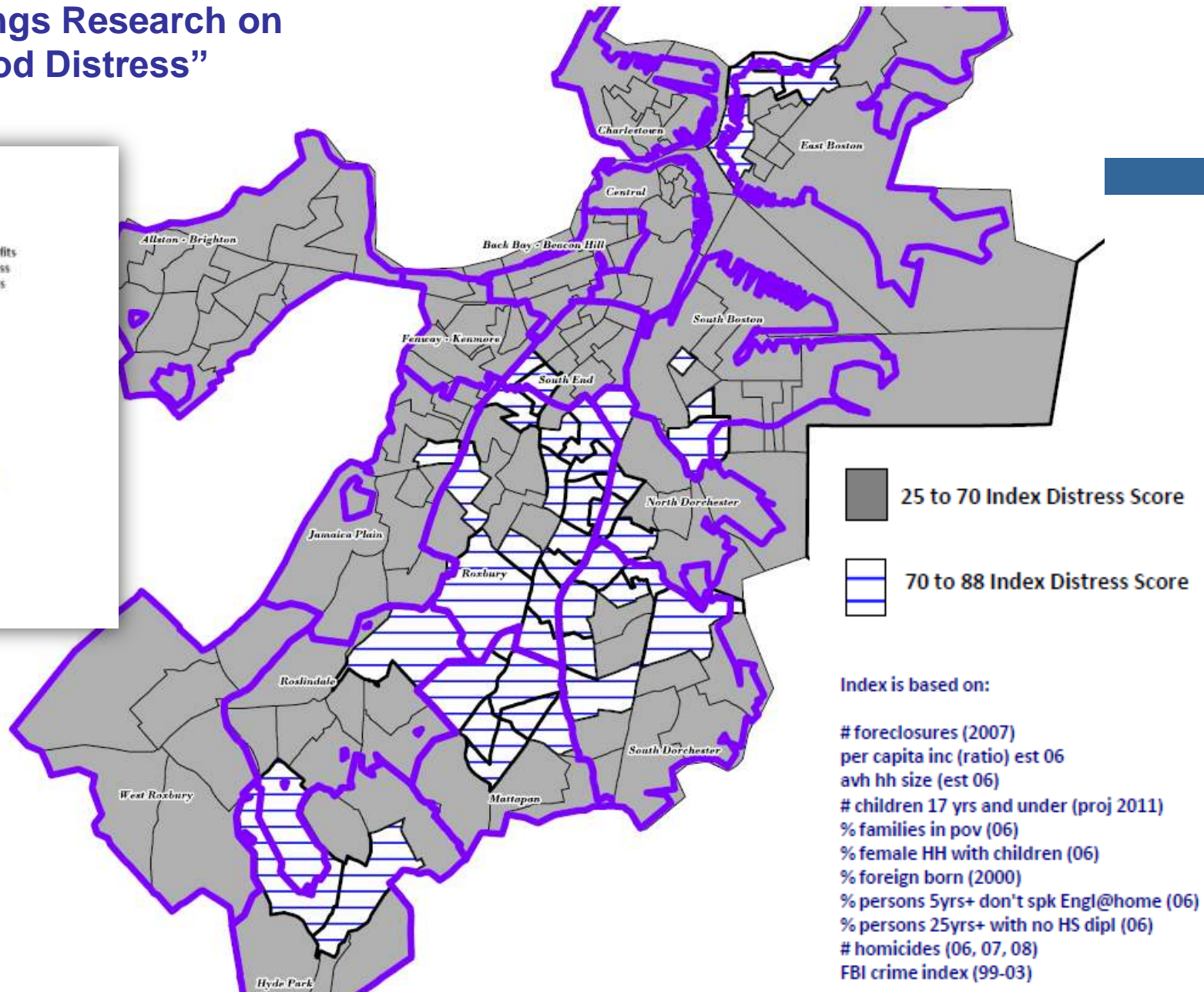
Community-based Nongroups  
and Neighborhood Distress  
in Boston, Massachusetts

Prepared for the  
The Barr Foundation  
Boston, Massachusetts

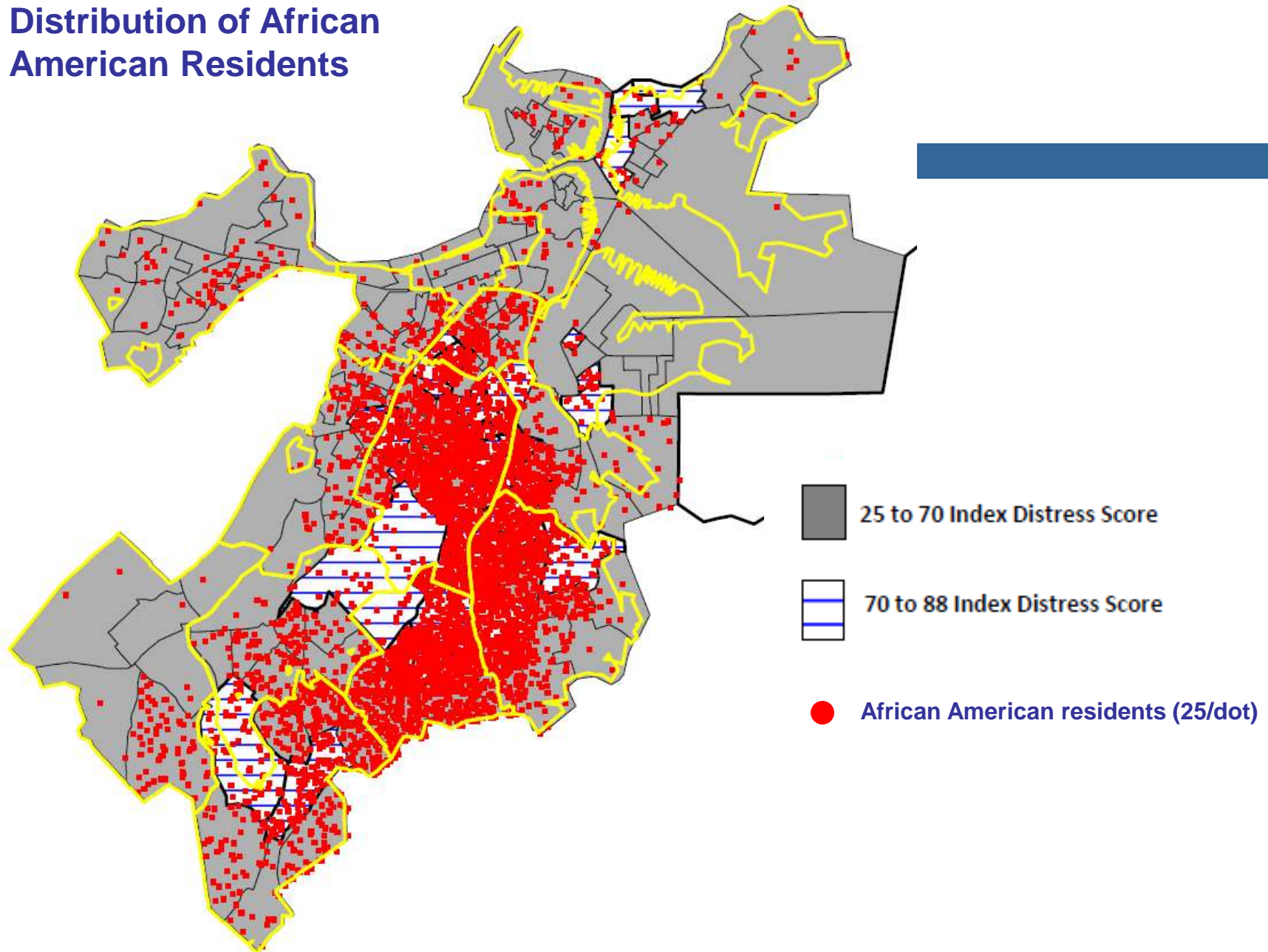
February 2009

James Jennings  
Tufts University  
Medford, Massachusetts

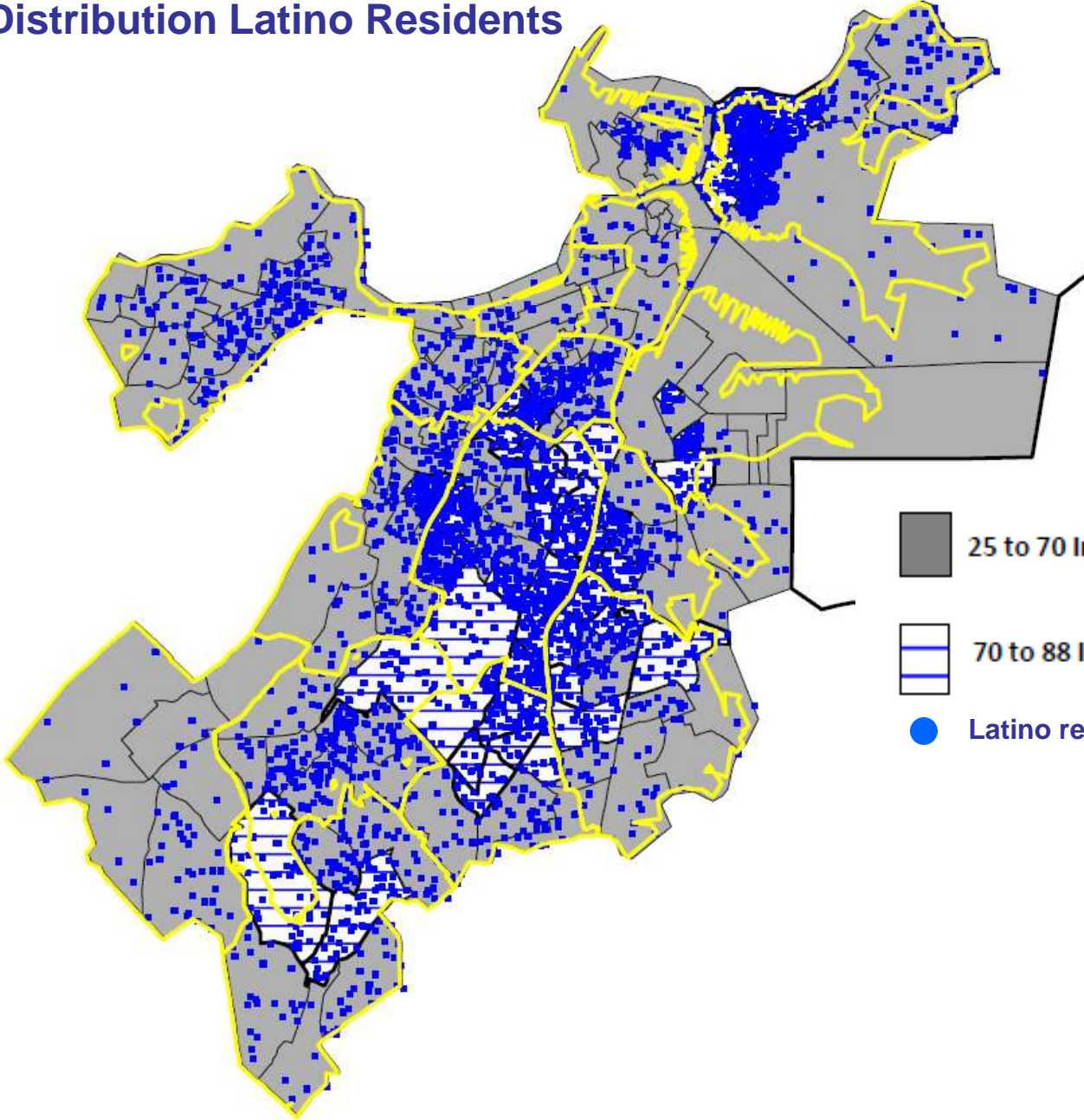
[james.jennings@tufts.edu](mailto:james.jennings@tufts.edu)



# Distribution of African American Residents

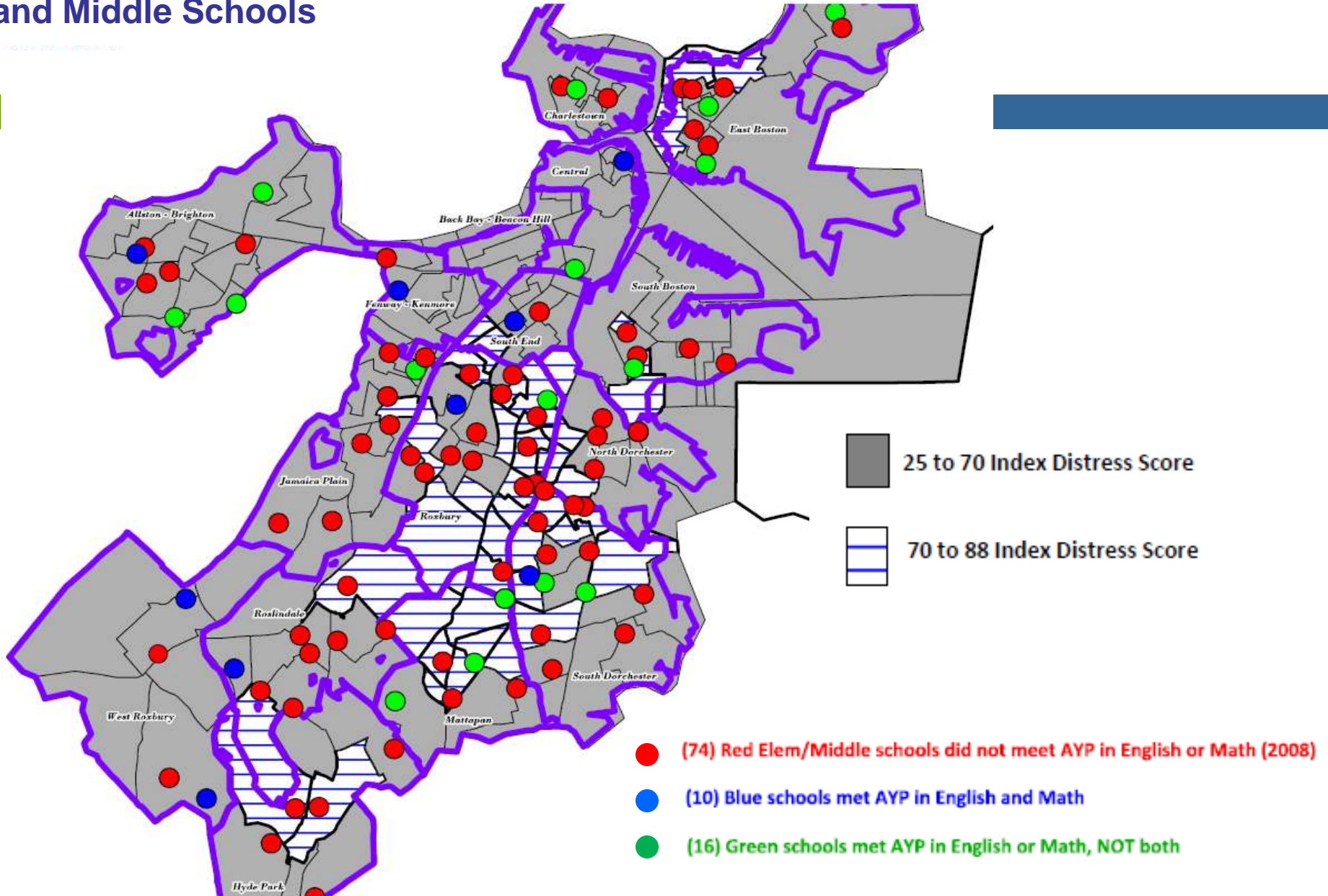


# Distribution Latino Residents



- 25 to 70 Index Distress Score
- 70 to 88 Index Distress Score
- Latino residents (25/dot)

# 2008 Annual Yearly Progress (AYP) Status and Location of BPS Elementary and Middle Schools





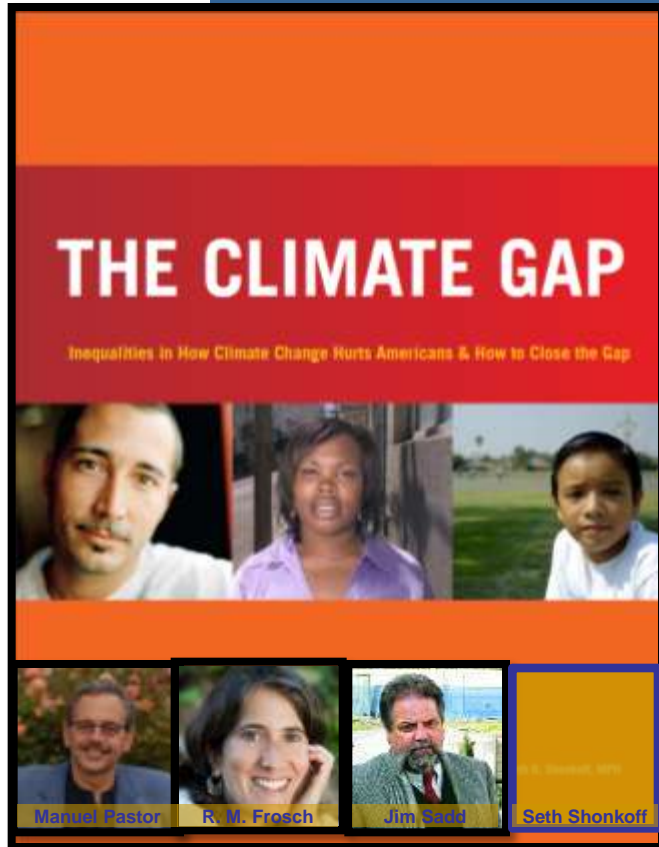
The Mauricio Gastón Institute for  
Latino Community Development  
and Public Policy



## Status of Latino Education in Massachusetts: A REPORT

*by Nicole Lavan and Miren Uriarte*

# A new report makes the case that policies targeting the most vulnerable yield best results for all



“Climate change does not affect everyone equally, and it is people of color and the poor who will be hurt the most.”

“If we protect those who are most vulnerable, we will effectively protect all of us.”

“Ignoring the climate gap could reinforce and amplify current as well as future socioeconomic and racial disparities.”

“Emissions trading and fee programs are blind to the **location of the source**: it makes no difference to climate change to reduce greenhouse gas emissions in a dense urban neighborhood or an unpopulated rural area. But it can make a huge difference in public health.”

# And where we think we're headed from here (a.k.a. the uphill battles)...



- Continue learning, skill building, & aligning
- Communications strategy
- Feedback, learning from grantees
- Capacity building/technical assistance
- Evaluate, learn, improve, share (& repeat!)



**Margaret O'Bryon,  
President & CEO**



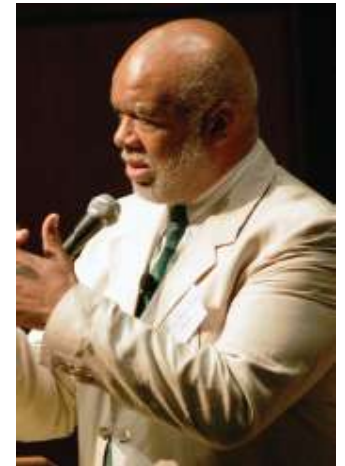
- **Washington, DC-area health funder**
- **\$18 million to local nonprofits over the past decade**
- **Dual focus: equitable access to health care and eliminating racial, ethnic and socioeconomic inequities in health**
- **Advocacy, policy, knowledge, and network-based approach**

[www.consumerhealthfdn.org](http://www.consumerhealthfdn.org)

# The call to address structural racism came from what we heard at our

## Community Speak Outs

*From community activists and residents...*



# Why ARC-PRE Assessment?

- To get an outside perspective on our current practices and future opportunities to advance racial equity in all aspects of our work
- To further staff and Board understanding of a racial equity framework and its relationship to our health agenda

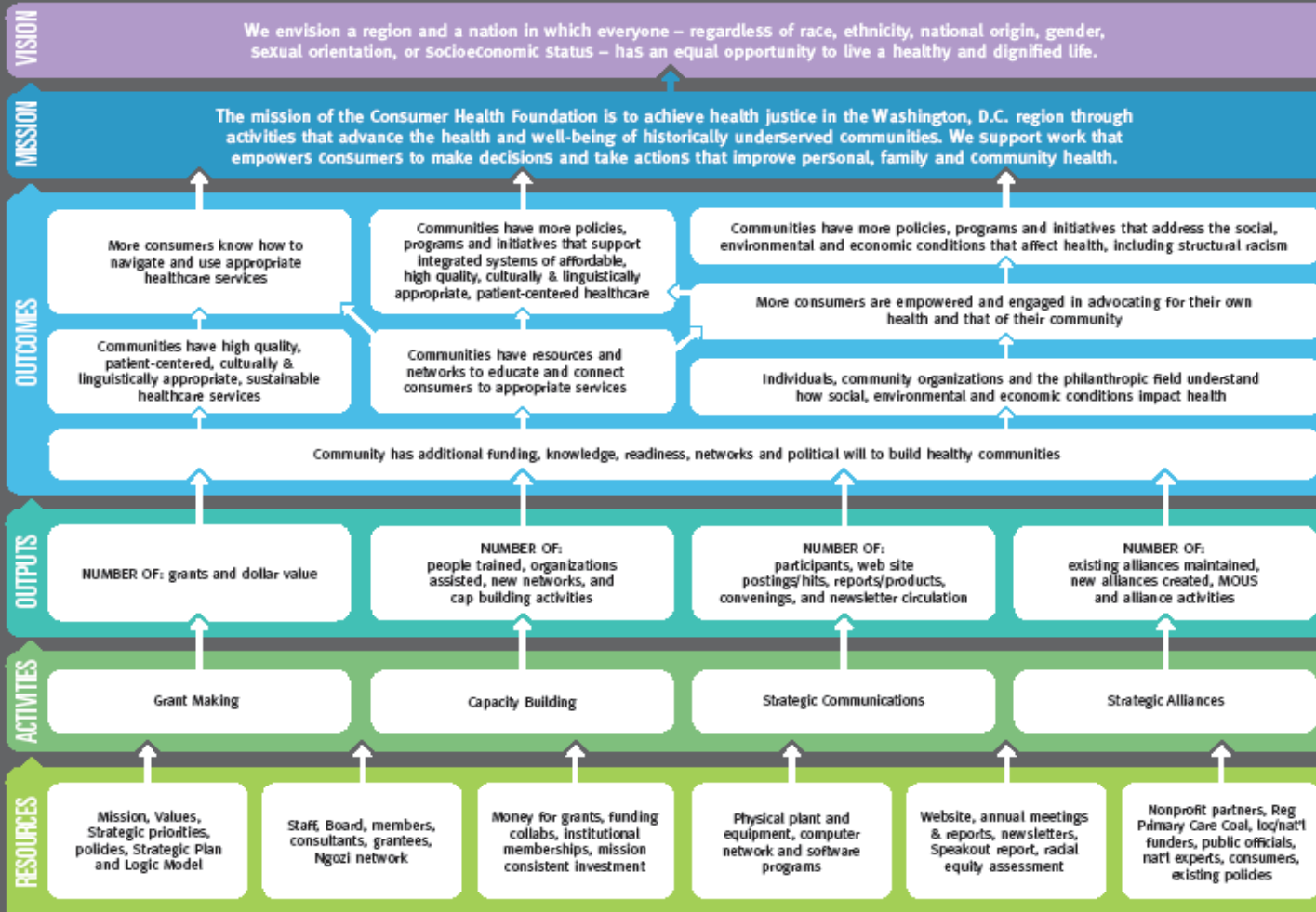
# What we learned

- Diversity ≠ racial equity
- We had shared values but no common, explicit language or strategy
- The assessment led to a more profound conversation about race and racism
- Need for ongoing education and conversation among Board and staff

# Next steps: Revised guiding documents



## CONSUMER HEALTH FOUNDATION: Logic Model + Theory of Change



# More Next Steps




- Increased the number of grantees focused on advocacy and health justice
- Required submission of staff/board demographics as part of proposal
- Created learning opportunities for nonprofits and government partners focused on racial equity

# Youth Health Justice Retreat



# Where we are headed

- Educating our funder colleagues and broader community about using the racial equity lens in their work
- Capacity building around racial equity for our general pool of advocacy grantees
- Expanding our youth health justice cohort
- Deep dive into HIV/AIDS & Women of Color
- Continuous learning journey for us



When we talk and listen with an open mind  
and an open spirit, we bring forth our  
better selves and a better world.

Adam Kahane

*Solving Tough Problems*

# For more information, or to download the full report:

**PHILANTHROPIC INITIATIVE FOR RACIAL EQUITY (PRE)**

[www.racialequity.org](http://www.racialequity.org)



**APPLIED RESEARCH CENTER (ARC)**

[www.arc.org](http://www.arc.org)



Applied  
Research  
Center

