

SHIFTING STRUCTURES IN BLACK PHILANTHROPY



WE PUSH THROUGH & IMPACT CHANGE

STANDING IN OUR STRENGTH TO CREATE STRUCTURAL CHANGES

NETWORKS OF SUPPORT MAINTAINING MOMENTUM

OPENING DOORS FOR MORE BLACK LEADERS

BUT WE SHOULD NOT HAVE TO BE THE ONLY ONES RESPONSIBLES FOR ENACTING THESE CHANGES

REDRESS & REPARATIONS

HOW MUCH PHILANTHROPIC WEALTH AMASSED STEMS FROM BLACK & INDIGENOUS LABOUR?

CONCRETE ACTIONS

TO START BREAKING DOWN BARRIERS

WHITE FRAGILITY & STRAIGHT OUT RACISM

THE URGENCY OF OUR STRUGGLE EXISTING ONLY WITHIN THE NEWS CYCLE

BEING TOLD TO BE PATIENT IN THE FACE OF INJUSTICE

FOR MYSELF & OTHERS

REPERCUSSION FOR SPEAKING OUT

ONGOING CYCLES OF BURNOUT

BEING SET UP TO FAIL & SUCCESSES NOT BEING RECOGNIZED

BURDEN OF BEING THE ONLY BLACK PERSON IN THE TEAM

THE IMPACT & REACH OF OUR WORK IS HINDERED BY

NAME & RECOGNIZE THE EXPERIENCE OF BLACK INDIVIDUALS & COMMUNITIES

ENGAGE BLACK INDIVIDUAL IN ALL ASPECTS OF THE ORGANIZATION

BUILD & MAINTAIN AUTHENTIC RELATIONSHIPS WITH EQUITY-SEEKING COMMUNITIES

TAKE A PUBLIC STAND AGAINST RACISM

RECOGNIZE RACIALIZED COMMUNITIES AS PARTNERS, ACTIVE CONTRIBUTORS & PHILANTHROPISTS

INTEGRATE COMPREHENSIVE RACE-BASED DATA COLLECTION & ANALYSIS TO PLANNING & EVALUATION

REMOVE BUREAUCRATIC ROADBLOCKS IMPLEMENT STRATEGIES TO ENSURE GREATER ACCESS FOR BLACK-LED ORGANIZATIONS

PRIORITIZE CLEAR, DIRECT, ACCESSIBLE INFORMATION ON AVAILABLE FUNDING

EQUITY DRIVEN DECISION-MAKING

- MISSION-BASED CRITERIA
- CORE FUNDING

DEEP STRUCTURAL SHIFTS MUST HAPPEN