



Racial Equity/Racial Justice Grantmaking Resources <http://perception.org/>

For the most comprehensive and regularly updated clearinghouse of all racial equity resources, one of the most useful sites is www.racialequitytools.org, which can be searched by a number of focus areas or needs. Below we are trying to focus on resources raised in direct relationship to the discussion and streamline as a starting point knowing the volume can be overwhelming. There are many more that we would commend, so we do encourage you to search further through the website.

Related to Implicit Bias, Communicating About Race/Racism, and broader Structural Racism Analysis:

<http://perception.org> Perception Institute's website contains a great mix of resources on the research, links to deeper understanding of implicit bias – conceptually and in yourself, and additional information on ways various institutions can counter some of its effects.

<http://policingequity.org/category/implicit-bias/> Research from the Center for Policing Equity, including recent study supporting suspicion that police use of force is more likely on Blacks.

<http://www.centerforsocialinclusion.org>

CSI's mission is to catalyze communities, government and other institutions to dismantle structural racial inequity and create equitable outcomes for all. They have a range of resources available on their site. [Talking About Race](#)-CSI conducts research on the best strategies to talk about race in order to move racially equitable policies. CSI trains grassroots organizations, national advocacy organizations, and government agencies on how to talk about race effectively.

<http://racialequityalliance.org> The **Government Alliance on Race and Equity** is a national network of government working to achieve racial equity and advance opportunities for all.

www.raceforward.org Race Forward advances racial justice through research, media, and practice. Founded in 1981, Race Forward brings systemic analysis and an innovative approach to complex race issues to help people take effective action toward racial equity. Race Forward publishes the daily news site [Colorlines](#) and presents [Facing Race](#), the country's largest multiracial conference on racial justice.

[Haas Institute for a Fair and Inclusive Society at U-C Berkeley](#)

Led by John Powell, the institute brings together researchers, organizers, stakeholders, communicators, and policymakers to identify and eliminate the barriers to an inclusive, just, and sustainable society and to create transformative change toward a more equitable nation.

Books mentioned in the session:

Ian Haney Lopez, [Dog Whistle Politics: How Coded Racial Appeals Have Reinvented Racism and Wrecked the Middle Class](#)

Steven Phillips, [Brown is the New White: How the Demographic Revolution Has Created a New American Majority](#)



Makani Themba (formerly of the Praxis Project), [Fair Game: A Strategy Guide for Racial Justice Communications in the Obama Era](#) (while the title may sound dated, there are important critiques and complicating questions about aspects of implicit bias analysis as some recommendations that are even more relevant in this current era)

A few highlighted resources on racial justice and philanthropy:

www.racialequity.org

This [listing of all PRE's publications](#) includes brief descriptions of each with resources that range from making the basic case about what is useful about a racial equity lens and some concrete examples of what it means to do so (Guide to Grantmaking with a Racial Equity Lens by PRE & GrantCraft, being updated by PRE in 2016-2017); questions and discussions around gathering and analyzing racial/ethnic and LGBTQ data (Measuring What We Value); how to evaluate transformative racial justice work (Marking Progress); and others. From our most recent publication, WRAG members may be interested in [Paths Along the Way to Racial Justice: Four Foundation Case Studies](#). [This includes Z Smith Reynolds Foundation, whose use of diversity data and enforcement was raised.] Also, **as you think about continuing the discussion with your boards**, check out the tabs for individual 2-4 pg essays within the larger publications, which are designed to be easier to download & share for conversations. <http://www.racialequity.org/criticalissues.html> & <http://www.racialequity.org/catalytic-change.html>. Lastly, the synthesis of Philanthropy's Response to Flashpoints discussed by Maggie Potapchuk can be found [here](#), with broader call for next steps from the field and funders post-Ferguson (and still relevant now) [here](#).

Embracing Equity, [a resource book](#), developed by Race Forward for Annie E Casey Foundation, is one of the single most useful philanthropic/RJ resources from the last 2-3 years with a great step-by-step guide for moving this work within your foundations.

For valuable grantmaker tools related to **funding at the intersection of LGBTQ issues and racial equity**: [Funders for LGBTQ Issues' section on racial equity](#) (with this particularly helpful [page](#) that can sharpen funders understanding of racial equity frames regardless and could also be applied to how to think about the **intersections of gender, class, ability and more**).

Vu Le's **Nonprofit with Balls blog** one of the more entertaining, insightful and HONEST nonprofit sector/philanthropic blogs and worth signing up for ASAP for Monday reading for any grantmakers. But here are a few specific links mentioned in the session:

- <http://nonprofitwithballs.com/2015/01/are-you-or-your-org-guilty-of-trickle-down-community-engagement/>
- <http://nonprofitwithballs.com/2016/01/trickle-down-community-engagement-part-2-the-infantilization-of-marginalized-communities-must-stop/>
- <http://nonprofitwithballs.com/2015/03/are-you-guilty-of-fakeequity-if-so-what-to-do-about-it/>

A few on **movement building and philanthropy**:

http://movementbuilding.movementstrategy.org/media/docs/3672_MSCPowerfulPlacesWhitePaper.pdf

http://www.racialequitytools.org/resourcefiles/akonadi_ecosystem_grantmaking_FINAL.pdf



WKKF's Racial Equity Resource Guide – another searchable fairly comprehensive guide to broader range of racial equity resources from Kellogg Foundation (not specific to philanthropy, but includes some) <http://www.racialequityresourceguide.org>

WKKF's The Business Case For Racial Equity (designed for engaging corporate funders) <https://www.wkkf.org/resource-directory/resource/2013/10/the-business-case-for-racial-equity>

There are also countless resources on broader diversity and inclusion issues in philanthropy, which as noted in the training – are very critical and often interrelated, but can also be limited if not ensuring they are ultimately tied to the end goals of grantmaking and leadership that seeks to advance racial justice. But certainly, there have been strong lessons in the field, many compiled and shared through the [D5 Coalition](#), and especially the longer-term work of the identity-based affinity groups now working through [Change Philanthropy](#) (formerly known as the Joint Affinity Groups). And of course, each specific member of Change Philanthropy ([ABFE](#), [AAPIP](#), [HIP](#), [NAP](#), etc) has a wealth of relevant resources as well.