



Opportunity for Philanthropy: A Reimagined Framework

The nation has a lot at stake—persistent disparities in financial security across race, ethnicity, and gender; unacceptable wealth gaps; and a dual crisis that is wreaking havoc on women and Black, Latinx, Indigenous, and Asian people. These disparities will have consequences for the nation as a whole. That reality becomes evident when we recognize that the majority of children under 15 are Black, Latinx, Asian, or some combination.¹ Without radical change, these children will grow into adults whose ability to contribute to society is hampered by trans-generational financial disparities.



Economic security for all requires a radically different approach, to address the current moment and beyond. Philanthropy and financial institutions, in partnership with others, have an opportunity now to reimagine practices, programs, policies, and systems to address the structural racism and sexism that have been embedded in our economy from its beginnings and ensure that solutions are intentionally inclusive and equitable. This reimagining is necessary to ensure that we live up to this country's historical promise of economic opportunity for all by creating financial security for women and Black, Latinx, Indigenous, and Asian people, thereby closing wealth gaps.

To facilitate this reimagination, AFN has mapped an investment framework to move the country from relief to resilience using an intentional equity and antiracist lens. That framework is implemented through three broad strategies:

USING AN EQUITY AND ANTIRACIST LENS.

To foster the effect we wish to have in communities, external and internal practices need to be aligned, with racial and gender equity integration and antiracism at the forefront of economic security and asset-building work. Purposefully applying an equity lens will help to change viewpoints and address enduring legacies of exclusion and discrimination in wealth building.

Using this lens means challenging assumptions, common knowledge, and policies built on "neutral" facts founded on structural inequality. Actions include dismantling racism and sexism while increasing opportunities for women and Black, Latinx, Indigenous, and Asian people, so that everyone in the United States has a real path to economic security and dignity.

CENTERING THE COMMUNITIES MOST IMPACTED.

To ensure a more equitable, just economy and financially resilient communities, those most impacted must be engaged in dialogue and solutions. Equitable interventions build on community strengths and place the well-being and financial security of women and Black, Latinx, Indigenous, and Asian people at the heart of investment strategies.

The intersecting elements of identity (race, ethnicity, gender, age, ability) involve multiple issues and sectors; that complexity needs to be reflected in funding strategies. Increasing equity may require reaching out to people within and beyond the primary target audiences for existing investments. Funders must engage with strategies that support communities confronted with specific systemic barriers: women; immigrants, especially Black, Latinx, and Asian; low-income workers, care workers, gig workers, and small business owners; youth, older adults, LGBTQIA+ people, people with disabilities, and formerly incarcerated people. Different populations living in different places—even within the same city—require different strategies.

OVERHAULING SYSTEMS THAT PERPETUATE INEQUITY.

Greater economic mobility and prosperity for women and Black, Latinx, Indigenous, and Asian people requires structural change by philanthropy organizations working in concert with other sectors. Funders can use local, state, and federal policy, as well as stakeholders' enlightened self-interest, as levers. Advancing systems change means working collaboratively and directly, by investing in organizations and movements led by women and Black, Latinx, Indigenous, and Asian people to build power, organize, and advocate for change, and dismantle what perpetuates inequity. To build a healthier and more equitable society, funders need to be clear about past harms; the systems, policies, practices, and legacies that perpetuate inequity; and what needs to change.

Financial institutions and others can indirectly invest in systems change by funding to scale or pilot projects and research that inform policy change and make capital available to underresourced communities. Funders can participate in incremental, community-based, and/or systemic change with an eye to the longer-term goal of equity.

ANTIRACIST

The deliberate practice to dismantle historically unequal systems based on racial exclusion and bias.

EQUITY

The condition in which race, ethnicity, gender, and other identity factors do not predict life opportunities or outcomes.

From Relief to Resilience: The Framework

Our reimaged framework uses an equity and antiracist lens to highlight opportunities to assist those currently struggling financially while also building economic well-being for all using a **continuum of new policy changes and proven programs** through Relief, Recovery and Rebuilding, and Resilience phases, alongside an overarching Reimagining theme.

High-Level Framework



- 1 **Relief**
Addressing immediate and essential needs for short-term financial stability
- 2 **Recovery & Rebuilding**
Addressing short-term goals and increasing financial stability
- 3 **Resilience**
Addressing long-term goals and financial security

THESE SOLUTIONS WORK TOGETHER TO BUILD IMPACT

over time, remove long-standing barriers to economic opportunity and intergenerational wealth transfer, and reimagine an economy that is rebuilt fully and fairly. While stabilizing families, funders can help to create infrastructure that supports resilience in families, communities, and the economy.

Ideally, grantmakers will support efforts to institute needed programs, practices (judicial and private sector), and policies that are responsive to and empower their communities; that support should take the form of funding and social capital, and be offered in collaboration with other sectors.

The framework's solutions are neither prescriptive nor linear, but rather layered and interconnected. Communities always need access to a range of solutions to address where families are at a given moment, from immediate needs for relief to short- and long-term assistance to build resilience. While the goal is to help people move along the pathway toward resilience, the journey may be nonlinear. Some interventions build on each other and carry over through resilience (e.g., guaranteed income). With this diversity of need and approach in mind, the framework lays out broad categories—Relief, Recovery and Rebuilding, and Resilience—to help funders see where current investment strategies fit and base future funding decisions on community needs. The framework is contextualized to the 2020 recession, which has generated a pressing need for immediate relief that will take time to deliver. The framework is illustrated at a high level above and comprehensively on the following pages.

Reimagining a Just Economic System: From Relief to Resilience Framework

This framework uses an equity and antiracist lens to inform investments along a continuum of interventions that collectively build impact over time, with relief as foundational. The framework focuses on harnessing community leadership and ownership, and collaborating across sectors, to implement strategies at the systems level and with on-the-ground programs. Not exhaustive, the interventions, a subset of which most directly reduce the wealth gaps, create economic opportunities and conditions to assist those with financial insecurity and build economic well-being for all.

The framework lays out broad categories of Relief, Recovery and Rebuild, and Resilience to show funders where current investment strategies fit, and help make future funding decisions strategically based on community needs. Optional and open, the framework's solutions are layered and interconnected opportunities. We invite you to think about where your current investments fit within the framework, and also consider future investments that would complement your work and meet your community's needs. Below are some reflection questions to help you connect your present and future strategies to the framework.



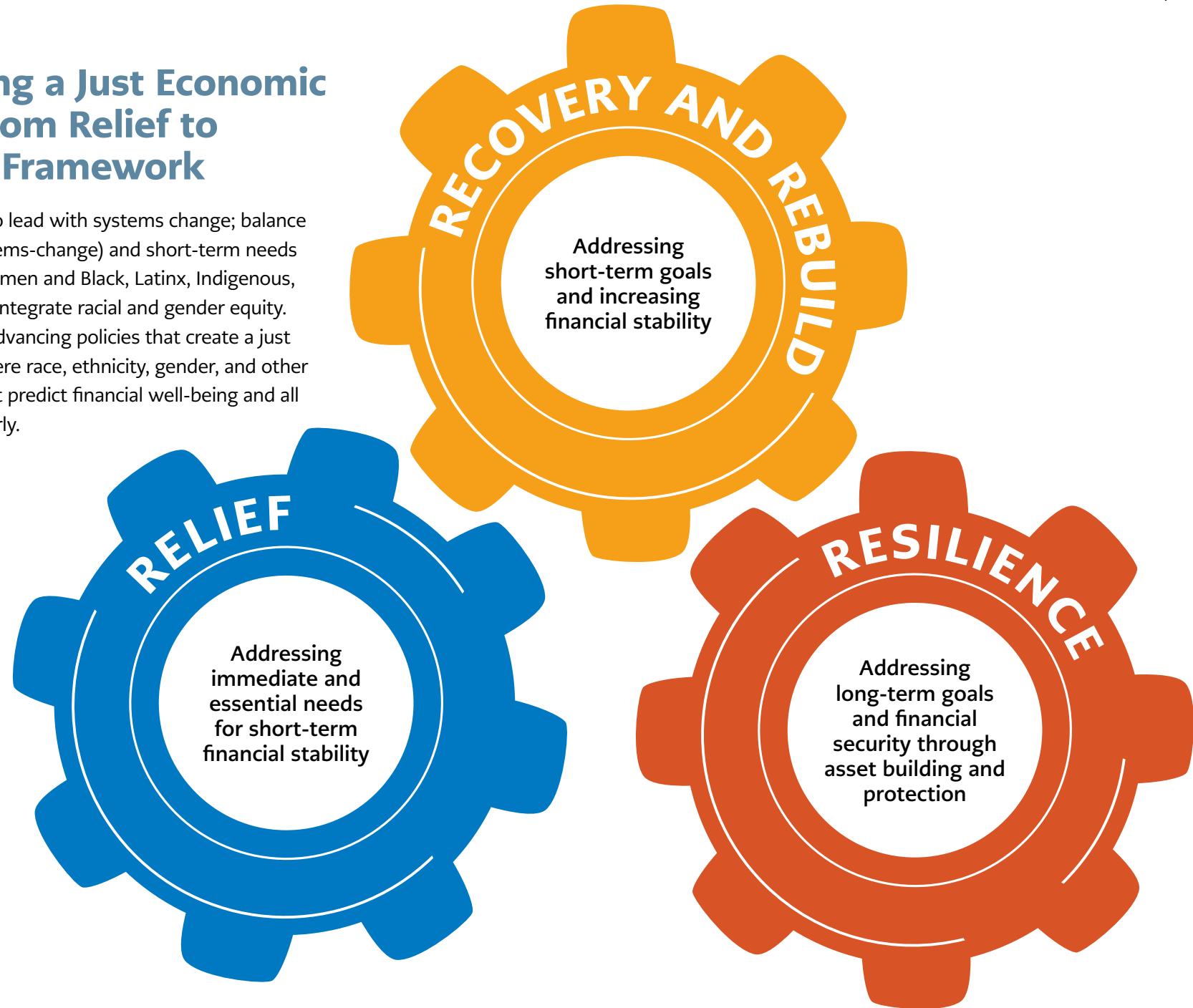
REFLECTION QUESTIONS

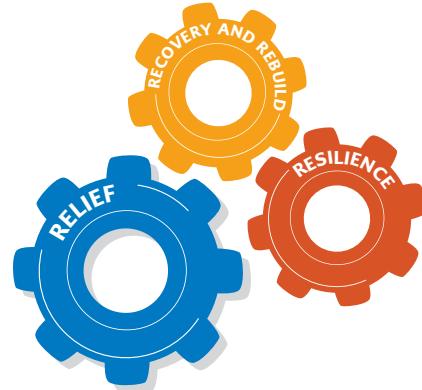
1. What is your vision for the foundation in terms of equity and antiracism?
2. What strategies are you already funding with an equity and antiracist lens?
3. What strategies are your peers funding with an equity and antiracist lens?
4. From an equity and antiracism perspective, what strategies remain woefully unfunded?
5. What strategies would complement your existing funding strategy and further equity?
6. What are the greatest needs of the community you serve?

See additional questions in the Recommendations section.

Reimagining a Just Economic System: From Relief to Resilience Framework

Use this framework to lead with systems change; balance long-term gains (systems-change) and short-term needs (programs); target women and Black, Latinx, Indigenous, and Asia people; and integrate racial and gender equity. Reimagining means advancing policies that create a just economic system where race, ethnicity, gender, and other identity factors do not predict financial well-being and all people are treated fairly.





Investments in Systems-Level Changes

In deliberately layered and iterative ways, system-level changes include Relief, Recovery and Rebuild, and Resilience options to improve public policy at the federal, state, and local levels through research, advocacy, community organizing, and civic engagement. The strategies in alphabetical order are mapped against AFN's seven focus areas.

RELIEF

AFN FOCUS AREAS: EMPLOYMENT & INCOME | HOUSING

Addressing immediate and essential needs for short-term financial stability		
FEDERAL	STATE	LOCAL
<ul style="list-style-type: none"> ◆ Child care assistance ◆ Comprehensive tax policy reform (expansion of refundable tax credits, more family tax credits and worker supports, + wealth redistribution) ◆ Debt relief and protections ◆ Enforcement and expansion of consumer and worker protections ◆ Expanded access to affordable health care ◆ Federal job guarantees ◆ Mortgage deferrals ◆ Predatory lending prevention ◆ Quality jobs and labor policy reform comprehensive benefits, (infrastructure for care and gig economies, living minimum wage, + power building) ◆ Small business relief ◆ Social safety net reform ◆ Student debt release ◆ Targeted, continued emergency cash assistance ◆ Transit infrastructure ◆ Updated protections on debt collection 	<ul style="list-style-type: none"> ◆ Adoption of expanded Medicaid ◆ Debt collection moratorium ◆ Expansion of Medicare enrollment ◆ Fines and fees reform ◆ Paid family and medical leave ◆ State safety net reform (elimination of asset limits) ◆ State tax policy reform (expansion of EITC+ more family tax credits and worker supports) ◆ Unemployment income reform and expansion 	<ul style="list-style-type: none"> ◆ Affordable housing ◆ Anti-displacement initiatives ◆ Broadband access ◆ Expansion of affordable housing vouchers ◆ Fines and fees reform ◆ Guaranteed income ◆ Infrastructure for care and gig economies ◆ Legal supports ◆ Moratorium on evictions and foreclosures ◆ Rent freezes and controls ◆ Renter protections ◆ Small landlord assistance ◆ Suspension of utility bill cut-offs



Investments in Systems-Level Changes

RECOVERY AND REBUILD

AFN FOCUS AREAS: BUSINESS OWNERSHIP | FINANCIAL HEALTH

Addressing short-term goals and increasing financial stability		
FEDERAL	STATE	LOCAL
<ul style="list-style-type: none"> ◆ Collective bargaining ◆ Expansion of Family Self Sufficiency program ◆ Expansion of safe, affordable, and accessible financial products and services ◆ Expansion of tax-deferred savings options (investment and retirement) ◆ Greater targeted access to capital and technical assistance through Community Development Financial Institutions (CDFIs) for small businesses ◆ Guaranteed income ◆ Judicial collection practices reform ◆ Simplification of hospital charity care standards ◆ Tax policy reform (making expanded tax credits permanent, expanding EITC to people 65+, + homeownership-related tax credits for low and moderate income workers) ◆ Usury regulation of alternative financial service providers 	<ul style="list-style-type: none"> ◆ Expansion of paid family and medical leave ◆ Expansion of tax-deferred savings options ◆ Greater relief and targeted access to capital for small businesses ◆ Judicial debt collection practices reform ◆ State public infrastructure ◆ Unemployment income reform and expansion 	<ul style="list-style-type: none"> ◆ Expansion of broadband access ◆ Expansion of transit infrastructure ◆ Guaranteed income ◆ Greater relief and targeted access to capital for small businesses ◆ Local public infrastructure

Reduce the Wealth Gaps

Highlighted in Case Stories

Narrative after the tables

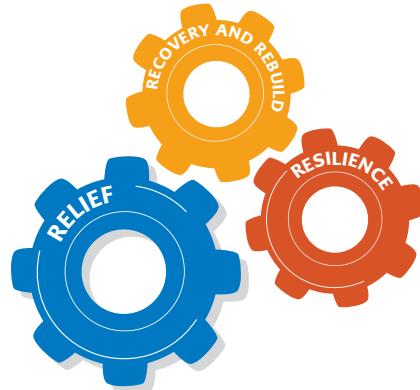


Investments in Systems-Level Changes

RESILIENCE

AFN FOCUS AREAS: EDUCATION | HEALTH | WEALTH GAPS

Addressing long-term goals and financial security through asset building and protection		
FEDERAL	STATE	LOCAL
<ul style="list-style-type: none"> ◆ Baby Bonds ◆ Buying and forgiving medical debt ◆ Criminal justice system reform ◆ Economic bill of rights ◆ Employer-provided financial wellness programs ◆ Expanded access to no-deductible health care ◆ Expanded pipeline into college (bridging the achievement gap) ◆ Federal job guarantee ◆ Green New Deal ◆ Guaranteed income ◆ Government-sponsored enterprise reforms for mortgage reserve accounts ◆ Health equity and health-wealth integration ◆ Increased capital flows from financial institutions ◆ Immigration reform ◆ More targeted funding for CDFIs led by people of color ◆ More targeted Small Business Administration funding ◆ Public and private guaranteed retirement accounts (increasing Social Security and SSI) ◆ Student loan/affordable college reform ◆ Targeted reparations 	<ul style="list-style-type: none"> ◆ Affordable college reform ◆ Criminal justice system reform ◆ Equitable state public infrastructure/asset investments ◆ Expanded retirement account access ◆ State-run portable retirement accounts 	<ul style="list-style-type: none"> ◆ Anti-racist housing laws ◆ Criminal justice system reform (ending municipal fines and fees + enabling reentry work) ◆ Employer-provided financial wellness programs ◆ Environmental remediation ◆ Equitable local public infrastructure/asset investments (use of social determinants of health framework) ◆ Equitable use of Promise Zones and other economic development strategies ◆ Expanded equitable homeownership ◆ Health equity and health-wealth integration ◆ Justice debt collection practices reform ◆ Rent control ◆ Targeted reparations to correct damages from redlining



Investments in On-The-Ground Programs

In a deliberately layered way and in concert with systems-level changes, on-the-ground programs targeted to women and Black, Latinx, Indigenous, and Asian people include direct services that supplement systems-level changes by connecting families to resources and ongoing safeguards, helping them navigate crises (Relief), gain stability (Recovery and Rebuild), and move toward financial resilience. Interventions can be integrated with financial coaching, multigenerational strategies, and culturally responsive approaches. The Resilience strategies are layered against AFN's seven focus areas, and the Recovery and Rebuild and Relief strategies are mapped to AFN's 4 B's framework of increasing short-term financial stability: Buffer, Borrowing, Benefits and Backstop.

RELIEF

Addressing immediate and essential needs for short-term financial stability

BENEFITS Accessing cash benefits	BORROWING Accessing money that will be earned in the future to use now	BACKSTOPS Using insurance
<ul style="list-style-type: none"> ◆ Affordable caregiving access (health, child, elder, disability) ◆ Benefits enrollment ◆ Education and preschool/pre-K access ◆ Emergency cash assistance ◆ Eviction and foreclosure prevention ◆ Guaranteed income ◆ Rent and mortgage relief ◆ Small business relief (emergency grants, forgivable loans, + investments) ◆ Tax assistance ◆ Transit and technology access ◆ Workforce development 	<ul style="list-style-type: none"> ◆ Debt relief, restructuring, and reduction ◆ Legal services ◆ Safe and affordable credit options 	<ul style="list-style-type: none"> ◆ Insurance (access to affordable health care + trusts) ◆ Legal services

STRATEGIES WEAVING THROUGH BENEFITS, BORROWING, AND BACKSTOPS

- ◆ Financial coaching and counseling that meets people where they are for harm reduction or goal attainment
- ◆ Two-generational and multigenerational strategies for parents and children, especially those that are multilingual and multicultural
- ◆ Culturally responsive approaches



Investments in On-The-Ground Programs

RECOVERY AND REBUILD

Addressing short-term goals and increasing financial stability

BUFFERS <i>Maintaining stored money as savings or assets</i>	BORROWING <i>Accessing money that will be earned in the future to use now</i>
<ul style="list-style-type: none"> ◆ Employer-provided financial wellness programs ◆ Financial coaching focused on saving ◆ Integration of safe, affordable, and accessible savings products (savings products, including incentivized accounts + cash management tools) 	<ul style="list-style-type: none"> ◆ Employer-provided financial wellness programs ◆ Financial coaching focused on credit rebuilding or debt reduction ◆ Integration of safe, affordable, and accessible credit options (credit products, including credit building products, low-interest loans, + lending circles)
STRATEGIES WEAVING THROUGH BUFFERS AND BORROWING	
<ul style="list-style-type: none"> ◆ Financial coaching and counseling that meets people where they are for harm reduction or goal attainment ◆ Two-generational and multigenerational strategies for parents and children, especially those that are multilingual and multicultural ◆ Culturally responsive approaches 	

Highlighted in Case Stories



Investments in On-The-Ground Programs

RESILIENCE

Addressing long-term goals and financial security through asset building and protection

WEALTH GAPS: Reducing the wealth gaps systems change; programs can complement these efforts.

BUSINESS OWNERSHIP	EDUCATION	EMPLOYMENT AND INCOME	FINANCIAL HEALTH	HOUSING	HEALTH	WEALTH GAPS
<ul style="list-style-type: none"> ◆ Business training and technical assistance ◆ Grants and affordable loans through CDFIs and other capital providers ◆ Mentoring and access to networks ◆ Outreach and navigation ◆ Worker coops and other shared ownership models 	<ul style="list-style-type: none"> ◆ Children's savings accounts ◆ College access and completion initiatives ◆ Cradle to college wraparound support ◆ K-12 financial capability ◆ Promise Scholarships 	<ul style="list-style-type: none"> ◆ Guaranteed income ◆ Workforce development (job center services + training and employment opportunities) 	<ul style="list-style-type: none"> ◆ Access to a range of safe, affordable, and accessible financial products ◆ Affordable credit (microlending) ◆ Credit building ◆ Debt reduction ◆ Emergency savings ◆ Expanded retirement accounts ◆ Incentivized savings accounts ◆ Insurance ◆ Investment products 	<ul style="list-style-type: none"> ◆ Below-market mortgages ◆ Borrower education and counseling support ◆ Community land trusts, resident owned communities, and shared equity models ◆ Down payment and closing cost assistance programs ◆ Foreclosure prevention ◆ Land banks ◆ Production and rehabilitation of affordable units 	<ul style="list-style-type: none"> ◆ Community economic development that creates infrastructure and addresses the social determinants of health ◆ Community health clinics ◆ Health equity and health-wealth integration ◆ Nurse-family partnerships 	<ul style="list-style-type: none"> ◆ Citizenship programs ◆ Debt relief (medical, municipal, + student loan) ◆ Financial coaching with a racial equity lens ◆ Guaranteed income ◆ Multigenerational strategies

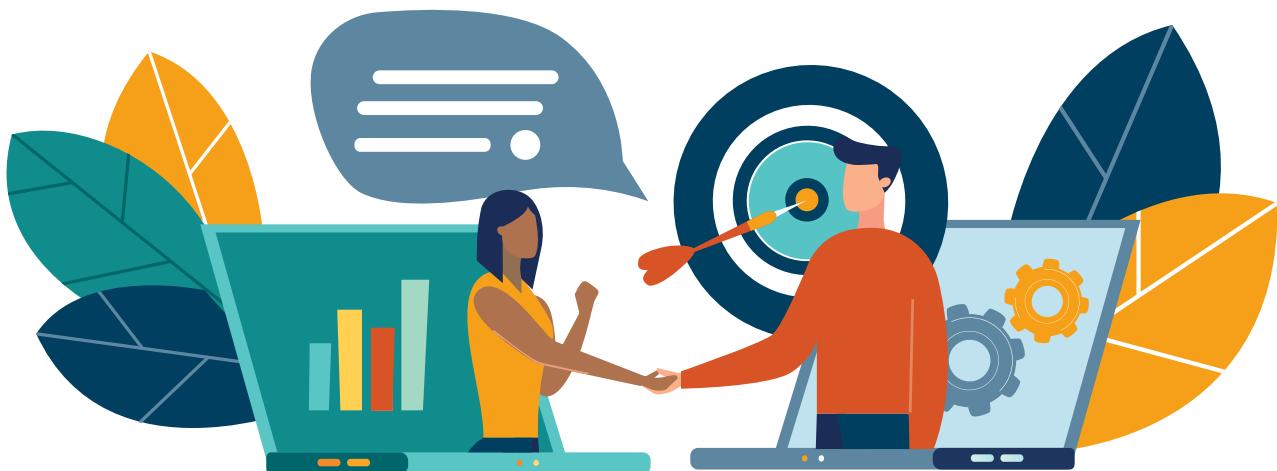
STRATEGIES WEAVING THROUGH ALL SEVEN CATEGORIES

- ◆ Financial coaching and counseling that meets people where they are for harm reduction or goal attainment
- ◆ Two-generational and multigenerational strategies for parents and children, especially those that are multilingual and multicultural
- ◆ Culturally responsive approaches

Below we expand on a selection of systems-level changes and on-the-ground programs included in the framework as investment opportunities to address some of the markers of financial insecurity.

Systems-Level Changes: from Relief to Resilience

Our economic, health, safety net, housing, and other systems are interconnected. Thus, a holistic approach that includes philanthropy is needed to equalize and expand opportunity, security, dignity, and a sense of belonging for all. Policy solutions can be implemented along a continuum from universal to targeted with differential trade-offs. A promising middle-ground approach involves using a targeted universalist frame that sets universal goals but acknowledges and accounts for structural barriers.



WHEN ENGAGING IN SYSTEMS-LEVEL CHANGES, COLLABORATION ACROSS SECTORS AND WILLINGNESS TO BUILD POWER IS KEY.

The central partner is the community, which has lived experience on which to base the analysis of problems and solutions. Other

allies include policymakers and elected officials. Ultimately, change requires collaboration across all sectors—community, public, private, nonprofit, and philanthropy—and working with leaders who are women and Black, Latinx, Indigenous, and Asian. One investment

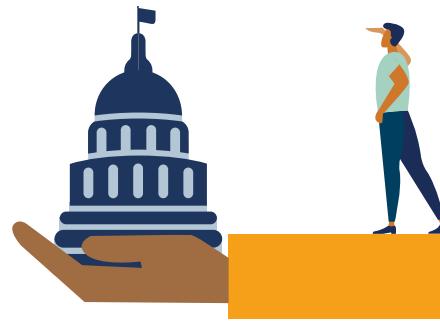
strategy is to fund grassroots, advocacy, and power-building organizations and coalitions to effect the change desired by communities. Another is to pilot and test ideas and then support the translation of on-the-ground work into policy reform.

Funders interested in furthering financial security could can support a range of policy considerations:

QUALITY JOBS FRAMEWORK. Quality jobs are needed to ensure that women and Black, Latinx, Indigenous, and Asian people have access to stable employment and worker protections that allow them to build and safeguard wealth in the mainstream, gig, and care economies. Broadly, the quality jobs framework includes jobs with livable wages, comprehensive and portable benefits, fair work schedules, paid family and medical leave, health insurance, safe working conditions, saving and retirement plans, protection from discrimination, and protection for worker organizing. Quality should be defined for specific communities in partnership with the community. The framework can build on and improve upon the precedent established by the CARES Act to include jobs in the care and gig economies, where many women; Black, Latinx, Indigenous, and Asian people; and millennials work. It also recognizes pathways for nontraditional employment, which are important for people who were formerly incarcerated, are survivors of intimate partner violence, or have a disability. Another strategy is to fund workforce development programs that prioritize quality job placement.

ENTREPRENEURSHIP SUPPORT. Small businesses have the potential to generate income and wealth for women and Black, Latinx, Indigenous, and Asian people. To be successful, entrepreneurs need greater access to capital, technical assistance, and customized financial products. Expanded access to capital can be made available through community development financial institutions (CDFIs), which are rooted in communities.

AFFORDABLE HOUSING. Housing security and financial security are intertwined. A range of housing options are needed, and more supply is needed generally. Development strategies span large sites, small sites, scattered sites, and accessory dwelling units (ADUs). When people are ready to purchase, they need access to financially sound homeownership programs that include



affordable homes, affordable financing, and borrower preparation. To maintain stable housing, legislation, lender practices, and community-based services are needed to prevent evictions and foreclosures, including among smaller-site landlords. Struggling borrowers need access to a range of mortgage support options, including deferrals.

DEBT RELIEF. As financial security and wealth are uneven, so are burdens created by consumer, student, small business, medical, municipal, and mortgage debt. These burdens are compounded by discrimination in lending, reflected in value assessments, interest rate discrepancies, and lending products offered, as well as the inequitable imposition of governmental fines and fees and default collection judgments. Reducing debt at the systems level is a critical first step in helping families get and stay on the path to financial stability and resilience.

EXPANDED ACCESS TO WEALTH-BUILDING TOOLS. Retirement accounts, investment accounts, homes, and business, leverage savings into wealth. Access to these tools should be expanded, and barriers based on gender, ethnicity, or race should be eliminated. One mechanism for doing this is state-run portable retirement accounts for workers who do not have access to employer-based retirement plans—including women or people of color in low-wage jobs. These products may be combined with behavioral science to increase engagement with employer benefits (e.g., 401(k) opt-out, health savings accounts, and student debt payments).

SOCIAL DETERMINANTS OF HEALTH FRAMEWORK.

The social determinants of health framework outlines the conditions people need to thrive, including food and housing security, financial stability and assets, low stress, access to quality health care and child care, safe neighborhoods, clean air and water, freedom from discrimination and racism, a sense of belonging, and hope for a bright future.

Even as we work toward purposeful grantmaking to further equity, we must acknowledge that a level playing field does not exist; race- and gender-neutral policies will not bridge wealth divides. While experts differ on policy options to reduce the racial-ethnic wealth gap,² a handful of ideas are frequently lifted up.³ Some of these are included in economist Darrick Hamilton's Economic Bill of Rights.⁴ His proposal covers a suite of policies and practices intended to set a new economic baseline and guarantee dignity to all in a precarious economy.

For those funders who would like to focus on reducing the racial-ethnic wealth gap, supporting the following wealth-building policies would largely benefit Black families and many Latinx and Indigenous families. These policy proposals are big topics; links to more information have been included below.⁵

BABY BONDS, publicly funded trust accounts established at birth and managed until young adulthood that are universal assets to be held by each child. The size of the bonds are graduated based on the family's financial status to help low-wealth families build wealth.

FEDERAL JOB GUARANTEES with living wages, comprehensive benefits, and worker rights. Job guarantees increase financial security by setting a wage floor and reducing racial disparities in employment and income.

COMPREHENSIVE CRIMINAL JUSTICE REFORM that offers restorative solutions and accountability, ends wealth extraction, shrinks the criminal justice system, and reallocates resources to the communities who have suffered from unjust policies and practices. Black, Latinx, and Indigenous people are disproportionately policed and punished through incarceration, judicial and administrative fines and fees, and cash bail for non-violent offenders.⁶ Reforms of fines and fees, reentry planning, and policing can reduce financial disparities, improve financial security, and support healthy communities.

GUARANTEED INCOME that provides regular, reliable, and unconditional cash to supplement household in-

come and enhance the existing safety net. A current big bet for economic security and mobility is the temporary expansion of refundable Child Tax Credits as monthly direct payment to low-wage workers for one year as part of the 2021 American Rescue Plan.

STUDENT LOAN FORGIVENESS to address the long-standing effects of discriminatory economic and education policies on Black, Latinx, Indigenous, and Asian families. Borrowers with debt balances under \$10,000 make up over 60% of all defaults, and these loans are disproportionately held by women and Black and Latinx people. Focusing on low-balance loans is one strategy that would have a significant impact on racial-ethnic wealth equity.

TARGETED REPARATIONS with corrective financial damages to address the legacy of slavery, treaty violations, racial profiling as part of overincarceration, legal racism (e.g., redlining, disinvestment in public education, immigration status discrimination), land seizure from Indigenous communities, and other injustices in wealth building, with a commitment to vigorously enforcing existing civil rights and prohibiting discrimination.

In Reality,

some policy changes that would be beneficial for Black, Latinx, Indigenous, and Asian people would not necessarily have a significant impact on the racial wealth gap, in part because they would also benefit other groups. Those changes include, for instance, reducing the cost of higher education and increasing homeownership rates.

Reducing disparities in homeownership rates **and** financial gains is projected to have some impact on the racial wealth gap. Tools such as the Racial Wealth Audit framework developed by the Institute on Assets and Social Policy–Brandeis University and Demos can help funders and policymakers assess the impact of public policy on the racial-ethnic wealth gap.

Clearly, more nuanced assessments and solutions are needed to address the needs of Black, Latinx, Indigenous, Asian, and other populations, as well as specific regions. People from cultures that value collectivism and interdependence may align with community wealth-building approaches that foster community and honor their traditions. Women may benefit from targeted policies that bolster their short- and long-term financial security, as outlined in On the Margins: Economic Security for Women of Color Through the Coronavirus and Beyond by Closing the Women's Wealth Gap.⁷



On-the-Ground Program Changes: From Relief to Resilience



Advancing systems change is the way forward. At the same time, funders can invest in direct services to families. Direct services connect families to resources and ongoing protections, helping them navigate crises, gain stability, and move toward financial resilience.



Individual-based strategies that are community relevant, culturally responsive, and strengths-based will always be important for improving the economic security of families and helping move the needle on the wealth gaps; however, they alone are not sufficient to advance economic equity.⁹ In general, on-the-ground programs can supplement or bridge policies for financial resilience and include tailored supports, such as:

FINANCIAL COACHING WITH AN EQUITY LENS

that tailors practices to meet the specific needs of people and communities who have been historically shut out of financial opportunity. Practices include adapting approaches to be trauma-informed, honor cultural values, and/or reduce barriers due to systemic racism. In coaching delivery, it involves acknowledging and accounting for historical harms and building trust; organizations also engage in self-reflection and training.



Numerous research studies show that financial education training does not result in financial security,⁹ nor economic equity.

SAFE AND AFFORDABLE FINANCIAL PRODUCTS

that are accessible and relevant to build savings, rebuild credit, reduce debt, and help manage cashflow.

The Relief, Recovery and Rebuilding, and Resilience strategies span nonprofit service delivery improvements, private system changes, policy-practice reforms, and multiyear funded innovations at the local, state, and federal levels. Multiple systems need to change and be connected to one another to address inequities effectively. Philanthropy alone cannot resolve the challenges we currently face, but it can play a critical role in leading the way toward economic security for all.

Endnotes

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