

LEARNING IN ACTION

Advancing Racial Equity in Asset-Building Philanthropy

Incorporating racial equity into asset-building grantmaking, policies, and operations

Asset Funders Network (AFN) established the [Realizing Economic Justice platform](#) to confront and address racial bias in economic security and asset-building philanthropy. Our aim is to provoke deliberate dialogue and seed actions that center and advance racial equity and economic justice within asset-building philanthropy.

To inspire grantmakers to begin and continue the journey toward realizing racial equity and economic justice within their own organizations and grantmaking, AFN co-created a series of case stories with five AFN members that are incorporating economic justice and equity into grantmaking, policies, and operations with clear and deep intention.

In their own voices, funders share their journeys, learnings, and reflections on how they are tackling economic justice and racial equity in grantmaking processes and internal practices with other members. The case stories foreground five themes:

- 1. DEVELOPING A SHARED LANGUAGE** and incorporating a new framework for grantmaker investment strategies.
- 2. CENTERING COMMUNITY VOICE** and focusing on the most impacted people in various phases of the grantmaking process.
- 3. HIGHLIGHTING THE TOOLS** used in the funding process to foreground racial equity.
- 4. MEASURING OUTCOMES** when a racial equity lens is incorporated in the grantmaking process.
- 5. EXAMINING INTERNAL PROCESSES AND PROCEDURES**, including the diversity of the board and staff, internal procurement processes, and external and internal communications.

Our members tell us that learning from peers inspires conversation, investigation, and replication; we hope you join us as part of a learning community on this journey by reading our case stories and engaging with our [funder guide](#).

AFN defines anti-racism as a focus on deliberate practices to dismantle historically inequitable systems and policies that are built on racial exclusion and bias. AFN defines equity as the condition in which race and ethnicity do not predict life opportunities or outcomes.

Realizing racial equity and economic justice in grantmaking and social investing can happen in many ways; whatever the path, it ultimately requires sustained learning and action. Elements of asset-building grantmaking using a racial equity approach include investing in [work led by people of color](#) to build resiliency, and more radically, addressing the root causes of racial and economic inequities through systems change.



GABRIELLE UBALLEZ
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There is no perfect way to begin a journey toward realizing racial and economic justice. Learning and doing can, and should, happen simultaneously. Let's act from where we are today, so that tomorrow, race will no longer determine life outcomes for anyone.

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