



REALIZING ECONOMIC JUSTICE

52 cards to help you deepen
understanding and advance racial equity
in your philanthropic investments.



Grantmakers Advancing Economic Equity

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**52 simple reflection questions and
thought-provoking ideas to support
your economic justice journey.**

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.



HOW TO USE YOUR REALIZING ECONOMIC JUSTICE REFLECTION CARDS

Consider incorporating these reflections
and action-oriented suggestions
and self-audit questions into:

1

Organizational strategy sessions

2

Weekly team meeting agendas

3

Conversations with grantees and
partners in philanthropy



Join Asset Funders Network on the journey to Realizing Economic Justice. The journey will be messy, it will be uncomfortable, it will be rewarding, and it will require courage and vulnerability.

This deck includes thought provoking quotes and action-oriented suggestions and self-audit questions to deepen collective understanding, learning, and action to advance racial equity in your philanthropic investments.



Scan here to learn more.



“There are many systemic problems emerging within philanthropy, including inflexible or outdated strategies and evaluation requirements. Barriers such as these inhibit building long-term relationships between funders and Black communities.

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“Philanthropic organizations can do their part to help support minority led organizations by leaning into trust-based philanthropy and providing unrestricted capital so that nonprofits can actually use the funding in the way that best serves their community.

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Be more than just grantmakers – be change makers. The relationship between funders and NPOs shouldn't just be capital based. Nonprofits can also benefit greatly from the knowledge, thought leadership, and networks that philanthropic organizations can offer.

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The assumptions,
expectations, and norms
of white supremacy
culture affect us all in
everyday interactions.

AFN PRIMER

*On The Road To Racial
and Economic Justice*



Racial justice requires economic justice; economic justice requires racial justice, and a catalyst to realizing both is asset-building focused philanthropy.

AFN PRIMER

On The Road To Racial and Economic Justice



Be willing to work
“at the speed of trust,”
meeting stakeholders
where they are and
be open to hard
conversations.

PATRICIA MEJIA

Vice President,
Community Engagement and Impact,
San Antonio Area Foundation



Given we're a community foundation, we're here to serve the community. The beacon is always the community. We need to focus on that and make things better for them.

MANUEL J. SANTAMARIA

Vice President,
Community Action,
Silicon Valley Community Foundation

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I hope what we are doing is freeing up community power to dismantle systems of oppression and achieve a more equitable world.

RACHEL ALLEN

Vice President,
Director of Programs and Operations,
SYL Foundation



We look for programs and projects that are trying to get at the root causes of an inequity or that propose new approaches that “short circuit” existing systems.

CARLA ROMERO

Executive Director,
McCune Charitable Foundation



We need to
build infrastructures
to elevate policy priorities
that have the greatest
impact on communities
of color and women in
order to decrease
social inequality.

MARISA BONO

CEO, Every Texan



“ If you cannot fund organizing, then I want you to express your support for organizing and get other people to fund it.

RINKU SEN

Executive Director,
Narrative Initiative



“Tax policy reinforces the way White Americans engage in a behavior, how they marry, how they qualify for the tax credit, and whether they own a home.

DOROTHY BROWN

Asa Griggs Candler Professor at
Emory University School of Law



“When talking
tax policy you must talk
about racial equity.

Tax policy is a
civil rights issue.

DOROTHY BROWN

Asa Griggs Candler Professor at
Emory University School of Law



“It’s important to communicate how equal opportunity and equity can benefit all of us.

ALAN JENKINS

Professor of Practice at
Harvard Law School



“ In our
day to day lives
there are a lot of
harmful narratives
that push against
racial equity.

ALAN JENKINS

Professor of Practice at
Harvard Law School



SEEKING RACIAL ECONOMIC JUSTICE

What do we know about the systemic levers that can be changed to no longer perpetuate racial and economic justice?



SEEKING RACIAL ECONOMIC JUSTICE

What does racial justice
mean to us and how is it
informing our work?



SEEKING RACIAL ECONOMIC JUSTICE

What becomes possible when racial and economic justice is an explicit priority within our philanthropic strategies?



SEEKING RACIAL ECONOMIC JUSTICE

Do you think of economic justice as the same, adjacent to, parallel or intersectional with racial justice and why?

Is that the same as, or different from, your peers?



SEEKING RACIAL ECONOMIC JUSTICE

How do the qualities
and conditions for racial
justice and economic
justice inform and
impact each other?



FROM WORDS TO ACTION

How have we translated
our organizational
statement of solidarity
with people of color
into action through
funding?



FROM WORDS TO ACTION

What's holding us back
from advancing policies
and systemic change
that advance racial and
economic justice?



FROM WORDS TO ACTION

What actions will we take
and what is our timeline
for advancing policies
and systemic change
that advance racial and
economic justice?



FROM WORDS TO ACTION

Are we acting and learning simultaneously by systematically allocating resources to racial and economic justice grantmaking?

Is our approach to social investments effectively focused on racial and economic justice?



FROM WORDS TO ACTION

How will we create
and share our sustained
commitment to realizing
racial and economic
justice honestly and
transparently with
our stakeholders -
board, staff, grantees,
community at-large?



POWER AND ACCOUNTABILITY

How are we reimagining
and redefining power
and accountability to
achieve racial equity
and justice?



POWER AND ACCOUNTABILITY

How are we explicitly and intentionally including and empowering people of color in the design of our policies and strategies to close the racial wealth gap?



SUSTAINING THE WORK

How are we incorporating anti-racist grantmaking practices at every level of our work as an ongoing commitment?

What still needs to get done?



SUSTAINING THE WORK

How are we prioritizing racial justice in our philanthropic investments to address asset building and systems change?

What can I actively do to sustain these efforts?



SUSTAINING THE WORK

What will it take to retain ongoing organizational processes that hold us accountable to advancing racial and economic justice?



MAKING THE CASE

What will it take to designate ample focus in our internal meetings for racial and economic justice related strategies, goals, and reflection?



MAKING THE CASE

What will it take to explicitly and intentionally fund work that seeks to dismantle systems that perpetuate racial and economic injustice?



MAKING THE CASE

What will it take to fund systems that sustain opportunities for people of color to build wealth?



RACIAL BIAS (LOOKING INWARD)

Where have we made
progress confronting
racial bias?

Where have we not
made progress?

Where is there
opportunity to deepen
our efforts?



RACIAL BIAS (LOOKING INWARD)

What will it take
to commit time and
resources into professional
development, training,
coaching, consultation,
and evaluation from racial
justice experts who can
help us operationalize
change and
implement policy?



RACIAL BIAS (LOOKING INWARD)

What will it take to ensure that everyone, at every level of our work, has a shared understanding of their role to contribute to advancing the organization's commitment to racial and economic justice?



RACIAL BIAS (LOOKING INWARD)

What organizational rules or standards will we change to more fully demonstrate equitable funding practices?



RACIAL BIAS (LOOKING INWARD)

Where do our
asset building funding
priorities and race
equity intersect?



RACIAL BIAS

(UNDERSTANDING GRANTEES)

How do we define what makes an organization an “organization led by people of color?”



RACIAL BIAS **(UNDERSTANDING GRANTEES)**

Who are all the
communities of color
who live in the region(s)
in which we invest?



RACIAL BIAS **(UNDERSTANDING GRANTEES)**

What are we learning
with our grantee partners
as we collect and
disaggregate data by
race and ethnicity?



RACIAL BIAS

(UNDERSTANDING GRANTEES)

What do we know about how different populations are impacted differently by the systems that perpetuate racial and economic injustice?



RACIAL BIAS

(UNDERSTANDING GRANTEES)

What organizational protocols are accepted as neutral, colorblind, or sector standard but might uphold White supremacy culture, particularly as we assess “risk,” “readiness,” and “return on investment?”



RACIAL BIAS

(UNDERSTANDING GRANTEES)

Where have we made progress and where do we feel stuck in regards to organizational protocols that are accepted as neutral, colorblind, or sector standard but might uphold White supremacy culture?



RACIAL BIAS **(UNDERSTANDING GRANTEES)**

How can we build
a shared understanding
across the organization of
asset building approaches
from direct services and
programs (immediate
relief) to systems change
(systemic equity)?

How are these approaches
mutually reinforcing?



ADDRESSING THE RACIAL FUNDING GAP

How can we
coordinate our resources
to more robustly fund
organizations led by
people of color?

Where do we see
opportunities to support
more leaders of color?



ADDRESSING THE RACIAL FUNDING GAP

What will it take to earmark significant amounts of money in our upcoming grant cycle to fund wealth building initiatives led by people of color?



ADDRESSING THE RACIAL FUNDING GAP

Where is there internal alignment between our mission and our aspirations for racial and economic justice to build synergy with the community?

Where is there tension to be addressed?



ADDRESSING THE RACIAL FUNDING GAP

What steps can we take to “fund at the source,” so that we are not perpetuating White supremacy by writing checks to larger, White-led nonprofits instead of smaller, less resourced organizations led by people of color?



ADDRESSING THE RACIAL FUNDING GAP

What will it take to
prioritize Indigenous
sovereignty and
self-determination
when working with
Indigenous people
and communities?



ADDRESSING THE RACIAL FUNDING GAP

What will it take to understand and dismantle the ways in which anti-Blackness has impacted our grantmaking, organizational practices, and relationship with the community?



ADDRESSING THE RACIAL FUNDING GAP

How are
racialized advantages
in community,
and White fragility
within our organization,
impacting progress
toward realizing
racial and economic
justice?



REALIZING ECONOMIC JUSTICE

AFN ASSET
FUNDERS
NETWORK

Grantmakers Advancing Economic Equity