



# REALIZING ECONOMIC JUSTICE

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



Grantmakers Advancing Economic Equity

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**47 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.



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## 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

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Join Asset Funders Network on continuing 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 updated 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.

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There are many systemic problems within philanthropy, including inflexible or outdated strategies and evaluation requirements.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



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?



## **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?





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## **FROM WORDS TO ACTION**

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

Does our approach to impact investing align with our commitment to advance racial and economic justice?



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## **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 build collective wealth?



## **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?



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## **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?



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## **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**

### **(UNDERSTANDING GRANTEES)**

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



## **RACIAL BIAS** **(UNDERSTANDING GRANTEES)**

How are we learning alongside our grantee partners and other stakeholders 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?



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## **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?



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