



FUNDERS FOR A JUST ECONOMY

NEIGHBORHOOD FUNDERS GROUP

Racial Capitalism Community of Practice Overview

March 2025-June 2025

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About NFG and FJE

Neighborhood Funders Group's (NFG) mission is to organize philanthropy to support grassroots power building so that Black, Indigenous, and people of color (BIPOC) communities and low-income communities thrive. For over 40 years, NFG has been a trusted space for funders to connect, learn, and mobilize resources with an intersectional and place-based focus toward racial, gender, economic and climate justice.

[NFG's Funders for a Just Economy](#) (FJE) program is a national network of funders committed to advancing philanthropic conversations and commitments around economic justice and worker power. We are committed to placing labor, worker centers, worker justice campaigns, policy efforts, and organizing and power building strategies at the center of our work, as well as addressing the disparate impact of economic policies on Black, Indigenous and people of color, women and femmes, migrants, trans, gender nonconforming, and queer people, and low-income individuals and families. FJE envisions an economy and democracy that works for all, ensures good jobs, and promotes community power, prosperity, and health.

About the Racial Capitalism Community of Practice

Through this CoP, funder participants will explore how we can deepen our grantmaking efforts to advance justice, incorporate anti-racist practices in philanthropy, and partner with movement leaders in the creation of an inclusive economy. **Participants will develop their skills as funder organizers who are shifting philanthropic culture, grantmaking strategies and practices, and moving more resources toward movement efforts to build an economy that works for all.**

This will be a five part series, meeting for three hours every three weeks from March through June. Sessions will focus on political education and building shared understanding of the framework of racial capitalism, deepening relationships with one another, and cultivating a

project around shifting philanthropic practices. In addition to a foundational framework of racial capitalism (and corresponding implications for philanthropy), **this year's cohort will also focus on the impact of racial capitalism on land and housing.**

We ask participants to join the series in teams of three people from their institution, to support project ideation and implementation. If you have a project you have been thinking about or working on, this is an ideal space for workshoping and execution. If you are not sure yet of what a project would be but want to learn more deeply and collaborate with your colleagues, this is also the space for you.

Community of Practice Goals

Our hope is that through this journey, participating funders will be able to take new steps forward in advancing an inclusive economy as a remedy to racial capitalism. Specifically, funders will:

1. Reflect on racial capitalism, how it impacts and shows up in their grantmaking, with grantees, and in the community.
2. Identify and utilize common language and definitions for racial capitalism.
3. Recognize why and how racial capitalism matters in advancing toward an inclusive economy.
4. Point to policies and systems within the workforce, job quality, social protections, and economic development systems that marginalize people of color and perpetuate economic inequity.
5. Select a **right-sized project or activity in your work** that you can use to integrate your learning and begin to decrease the extractive practices of racial capitalism in philanthropy.

Community of Practice Participant Expectations

- The target audience is funders with an interest in and commitment to increasing their awareness and practice of anti-racism in solidarity with communities of color.
- **Teams of Three:** FJE asks teams of three individuals from each institution to sign up and attend together. Past experience suggests colleagues from different teams and with different levels of positional authority participating together can lead to the greatest organizational benefits. *If you think a different number of participants, such as 2 or 4 people, is better for you - please let us know.*
- **Attendance:** We ask that you commit to participating in all of the sessions (see dates below). The Racial Capitalism CoP is designed for collective learning and meaning making. Your full participation in all the sessions and in the between-session exercises is key for a high-quality learning experience for you and your peers.
- **Registration fee:** To contribute to the costs of this program and partnership with Liberation in a Generation, FJE is requesting a \$1,500-\$4,500 sliding scale registration fee per foundation participating in the cohort.

Sustain: \$1,500 (This level accounts for 50% of costs, FJE is paying for the other half)

Full Cost: \$3,000 (This is the full cost of the program)

Solidarity: \$4,500 (If you support our goal to build progressive philanthropy through political education and funder-organizing training, this level will enable us to offer RCCoP next year to more folks in philanthropy who are looking for a political home)

A sliding scale is a tool towards economic justice and solidarity. Please self-determine where you'd like to be on the scale based on your institutional size and ability to support your professional development. Feel free to refer to our [Membership Levels](#) for reference. If your institution is at Level 3 or higher, we kindly ask you to consider paying the highest dollar cost which reflects the true cost of the program. If your institution is able to give more, we appreciate and welcome the support which will enable us to consistently offer RCCoP to the NFG network.

Community of Practice Session Schedule

All sessions will be held virtually via Zoom for three hours every three weeks March through June 2025. Session dates are:

- Wednesday, March 12th, 10am to 1pm PT
- Wednesday, April 2nd, 10am to 1pm PT
- Wednesday, April 23rd, 10am to 1pm PT
- Wednesday, May 14th, 10am to 1pm PT
- Wednesday, June 4th, 10am to 1pm PT

More on Racial Capitalism

The term racial capitalism was popularized by Cedric J. Robinson to describe the extractive way America's capitalist economy derives social and economic value from another person of a different racial identity. The basic tenets of racial capitalism are:

- Capitalism is defined as an economic and political system in which a country's trade and industry is controlled and owned by private individuals and corporations for profit;
- Capitalism measures success based on a company's ability to continually generate and increase their rate of profitability, constantly extracting maximum value for owners;
- To sustain and increase the rate of capital growth and extract maximum value/profit for owners, capitalism must establish and exploit the idea of unequal human value to reduce costs; and
- The predominant differentiator of human value in many countries, including the United States, was and is race and ethnicity.

Community of Practice Partners



[Liberation in a Generation](#) is a movement support organization building the power of people of color to totally transform the economy – who controls it, how it works, and most importantly, for whom. With a combined 40 years of experience working at the intersection of racism and the economy, co-founders Jeremie Greer and Solana Rice are well poised to support an in-depth exploration of racial capitalism.