

Racial Equity & Philanthropy

European Knowledge Hub



May 2023

Introduction

Welcome! This is a living document in which information and information sources relevant to the topic of racial equity and philanthropy are compiled and made accessible to philanthropy support organisations in Europe. Our aim is to facilitate communication, information-sharing and collective thought in order to maximise the impact we can have as a sector. This document, curated by **PEX**, aims to support philanthropy networks across Europe in their racial equity and anti-racism action. We warmly invite you to share relevant web pages which fulfil the selection guidelines and to spread this document across your network as you deem appropriate. Please do not hesitate to contact Hanna Hanses hanna.hanses@philea.eu if you have questions or suggestions.

Selection Guidelines

Selection Guidelines	
Selected resources should...	
1.	Have as topic racial-equity and (possibly) philanthropy
2.	Be open source [no subscriptions, memberships, ... required] <i>*Disclaimer:</i> For the “Books” section, paid books can be added with the label <PAID> at the end of the description.
3.	Fit preferably within the European context [although other valuable examples are not excluded]
4.	Be formatted as follows: Name of organisation: Title of the resource [link] (date), comments Colour Code: PH : <u>Philanthropy</u> in Red - EU : <u>Europe</u> in Blue

Contents

- A. Reports & Initiatives
- B. Articles & Essays
- C. Tools and Guides/Guidelines
- D. Books
- E. Funders and philanthropy partners
- F. Videos and podcasts

Resources

A. Reports & Initiatives

- **EU The Fundamental Rights Agency (FRA)** of the EU has a searchable repository [\[link\]](#) of more than a hundred publications [\[link\]](#) related to hate crimes, racial and ethnic origin, religion and belief and Roma, including a number of infographics (e.g. this one [\[link\]](#) on how widespread racism continues to plague Europe), overviews of existing data (see this one [\[link\]](#) on antisemitic incidents in the 2009-2019 decade) or large surveys like the second EU Minorities and Discrimination survey (EU-MIDIS II, released in 2017 [\[link\]](#)) with highlights on specific groups, like this 2019 one on Being Black in the EU [\[link\]](#).
- **EU The European Commission** is increasingly active in this field. See for instance: “A Union of Equality: EU anti-racism action plan 2020-2025” [\[link\]](#) (2020)
- **EU The European Commission against Racism and Intolerance (ECRI)** [\[link\]](#) is a human rights monitoring body of the **Council of Europe**, composed of independent experts, which specialises in the fight against racism, discrimination (on grounds of “race”, ethnic/national origin, colour, citizenship, religion, language, sexual orientation and gender identity), xenophobia, antisemitism and intolerance; it prepares reports and issues recommendations to member states and you can find useful resources in their website.
- **EU The European Network Against Racism** [\[link\]](#): **ENAR** is an EU-wide network of anti-racist NGOs. Based in Brussel, it acts as an interface between its member organisations and the European institutions. It produces briefings on EU policies, thematic reports and annual country reports on racism and structural discrimination. See for instance (2020) “Intersectional discrimination in Europe: relevance, challenges and ways forward” a report done in collaboration with the Centre for Intersectional Justice [\[link\]](#).
- **EU Equinox Initiative for Racial Justice** is a newborn people of colour-led initiative working to advance rights and justice for all people in Europe.
 - “Towards Racial Justice: How the EU can create lasting change for racialized people” (March 2021) [\[link\]](#). This paper outlines the main institutional changes that need to take place for the EU to implement structural change for racialised communities in the EU.

- “Towards Gender Justice: Rethinking EU Gender Equality Policy From an Intersectional Perspective” [\[link\]](#) (May 2021).
- **EU Union of Justice**, a European, independent, people of colour (POC) led organisation dedicated to racial justice and climate justice. They curate a “Race & Climate Justice Reading List” with books, articles and podcasts [\[link\]](#).
- **EU The Institute of Race Relations**: [\[link\]](#): The IRR produces research and analysis that informs the struggle for racial justice in Britain, Europe and internationally.
- **PH EU It takes a system: The systemic nature of racism and the path to systems change**. [\[link\]](#) A report by Dr Sanjiv Lingayah (the lead author of the ACEVO report Home truths: Undoing racism and delivering real diversity in the charity sector) published by ROTA (the British think tank Race on the Agenda) with support from Lankelly Chase Foundation provides a clear definition of the concept of systemic racism and outlines an agenda for dismantling it. To move towards a system that advances racial justice, we need proper funding for both the ‘fast’ work to deal with the crises of racial injustice and the ‘slow’ work of addressing systemic causes. Also see the related blog [\[link\]](#)
- **PH EU The Listening Fund. Who Has Gained? Moving from Extractive to Equitable Listening**. Report by Nusrat Faizullah and Farzana Khan (December 2020) [\[link\]](#).
- **PH EU ACEVO**, the British Association of Chief Executives of Voluntary Organisations [\[link\]](#), together with V4CE - **Voice4Change England** which is the national membership organisation dedicated to the Black and Minority Ethnic voluntary and community sector (BME VCS) [\[link\]](#) : “Home Truths: Undoing racism and delivering real diversity in the charity sector” [\[link\]](#) (2020). This report calls British funders to gather and publish data on funding for minority-led CSOs. You can listen to a podcast episode, in which Kristiana Wrixon – head of policy at ACEVO – talks to Dr. Sanjiv Lingayah, lead author and Voice4Change England associate, and Sufina Ahmad, director at John Ellerman Foundation and a member of the ACEVO race advisory group, about the making of the report as well as their personal impressions about the findings and recommendations [\[link\]](#).
- **PH EU The Association of Charitable Foundations (ACF)**: Pages on Diversity, Equity and Inclusion, gathers many British initiatives [\[link\]](#) and resources [see at the bottom of this page [link](#)] to various initiatives for racial equality/justice and a more diverse, equitable and inclusive charity sector including the report

“Diversity, Equity and Inclusion: The Pillars of Stronger Foundation Practice” [\[link\]](#).

- **PH EU A statement from the Joseph Rowntree Foundation (JRF) Trustees and Joseph Rowntree Housing Trust (JRHT) Board:** this apology regarding the benefits accrued due to its links to slavery and colonialism is a remarkable step for the European foundations [\[link\]](#).
- **PH EU Examining anti-racism and anti-colonialism in the Baring Foundation’s International Development programme** [\[link\]](#), Arbie Baguios, [Aid Re-imagined](#), (1/08/2022), [here](#) is a blog by Baring Foundation’s trustee Emebet Wuhib-Mutungi, outlining findings and their response to the report.
- **EU Ubele** (‘The Future’ in Swahili) [\[link\]](#), is an African Diaspora led intergenerational social enterprise founded in 2014, with the purpose of helping to build more sustainable communities across the UK. See their **Booska** (Position in Somali) **Paper. “Exposing Structural Racism in The Third Sector”** [\[link\]](#).
- **PH ICNC**, International Centre on Nonviolent Conflict: **“Dollars and Dissent: Donor Support for Grassroots Organizing and Nonviolent Movements”** by Benjamin Naimark-Rowse, 2022 [\[link\]](#)
- **PH** The campaign **#Disrupt PhilanthropyNOW!** [\[link\]](#) was established by a Within Our Lifetime (WOL) Network to challenge US foundations to develop racially just grantmaking practices and transform structures to address systemic racism and white supremacy. They produced the [Movement Mic Check report on Rapid Response to Racial Disasters](#) with recommendations for funders and various other resources.
- **PH The Charles Stewart Mott Foundation:** “How the Sustainable Development Goals Can Help Community Foundations Respond to COVID-19 and Advance Racial Equity” [\[link\]](#) (October 28, 2020). Philanthropic researcher, Dr. Larry McGill, was commissioned to examine how U.S. community foundations can use the Sustainable Development Goals (SDGs) to lead local revitalization efforts, advance racial equity and recover from the complex effects of the pandemic. The subsequent report aims to help community foundations unpack the SDG framework and use it to create an organized approach to their work toward systemic change.
- **PH (GFCF) Global Fund for Community Foundations and Global Giving :** “What does it mean to be community-led? Community leaders’ perspectives on principles, practices and impacts (Part 1)” [\[link\]](#) (November 2020).
- **PH** Steven Lawrence and Melinda Fine, Ed.D. of **TCC Group** with support from Robert Wood Johnson Foundation “Approaching the Intersection: Will a

Global Pandemic and National Movement for Racial Justice Take Philanthropy Beyond Its Silos?" [\[link\]](#) (January 2021).

- **PH United Philanthropy Forum** : “Journey Toward Racial Equity Report” [\[link\]](#) (March 2021). This report represents the latest in an effort by Philanthropy-Serving Organizations (PSOs) to advance philanthropic practice and impact by centering racial equity.
- **PH EU Calala Fondo de Mujeres** “Migrant Power - Lessons learned accompanying the migrant and racialised women’s movement in the Spanish State” Programs Director Fiona Montagud O’Curry explains Calala’s learnings (on the programmatic side) working with the migrant women community in Spain (2020) [\[link\]](#) in English and [link](#) in Spanish].
- **EU Mohammed Badran, Migrant-led advocacy across Europe - Challenges and Opportunities** [\[link\]](#) Chapter 5 of the report ‘My expertise is not expertise’ addresses issues related to institutional racism and bias in the migration sector.
- **PH EU Funders for Race Equality Alliance** report: “A quantitative analysis of the emergency funding to the UK Black and Minority Ethnic Voluntary Sector During Covid-19” (April 2021) [\[link\]](#).
- **PH Groundswell Fund** ‘An Open Letter to Philanthropy, from People of Colour-led, Movement-Accountable Public Foundations.’ [\[link\]](#)
- “Time to Decolonise Aid - Insights and lessons from a global consultation” [\[link\]](#) this report by **Peace Direct** contains recommendations for donors (12th May 2021) it is based on a on-line consultation organised also with Adeso, the Alliance for Peacebuilding, and Women of Color Advancing Peace and Security. Main authors are Scoville Fellow and Shannon Paige.
- **PH PolicyLink-Bridgespan**: “Moving from Intention to Impact: Funding Racial Equity to Win” This US based analysis says funders are a key part of the racial equity ecosystem: to benefit the entire nation they should both be transparent in reporting where grants go and fund what movement leaders say is needed to achieve enduring change (07/15/2021) [\[link\]](#).
- **PH EU Ten Years’ Time: “Racial Justice and Social Transformation: How Funders Can Act”** is a report which seeks to inject ambition into the British funding landscape and create a clear roadmap for action to advance racial justice. "We review how both sides of the coin need to be addressed and understood to engage in racial justice work to the best of our ability. Such a multifaceted approach requires, in our eyes, a focus on the grantmaking endeavours of trusts and foundations in the UK, their investment strategies

and the internal operations and governance of charitable funding organisations." (17/01/22) [\[link\]](#).

- **PH Centre for Effective Philanthropy** "GIVING BIG: The Impact of Large, Unrestricted Gifts on Nonprofits - Results from Year One of a Three-Year Study of MacKenzie Scott's Giving" [\[link\]](#) Findings show how such large unrestricted grants particularly support racialized non profit leaders and advancing equity.

B. Articles & Essays

- **PH EU Digital Freedom Fund** "Lessons on our internal decolonising journey so far" [\[link\]](#) by Mauricio Lazala, 8th November 2022; "Take it personal, and don't: changing the decolonising process and letting ourselves be changed" [\[link\]](#) by Laurence Meyer, 4th October 2022; "Decolonising Digital Rights: The Challenge of Centring Relations and Trust" by Laurence Meyer, 27th December 2021 [\[link\]](#); Decolonising the Field, Decolonising Ourselves, by Nani Jansen Reventlow, 19th July 2021 [\[link\]](#); Creating Conditions for a Decolonised Digital Rights Field, by Laurence Meyer, 31st March 2021 [\[link\]](#); Decolonising Phase II: Ready to Fumble, by Laurence Meyer, 25th June 2021 [\[link\]](#) ; Envisioning a Decolonised Digital Rights Field – and Charting Next Steps, by Nani Jansen Reventlow, 5th December 2020 [\[link\]](#); Decolonising Digital Rights: Why It Matters and Where Do We Start? by Nani Jansen Reventlow, 23rd October 2020 [\[link\]](#). Decolonising Digital Rights Project [\[link\]](#)
- **PH Alliance Magazine** "Decolonising Philanthropy" [\[link\]](#) September 2022
- **PH Bond**, the UK network for organisations working in international development "It's 2022 and Decolonising Aid finds itself at a crossroads: which path will you take?" [\[link\]](#) (27 January 2022) by Dylan Mathews (CEO of Peace Direct a UK-based organisation that supports local people to prevent violent conflict and build sustainable peace around the world)
- **PH Philanthropic Initiative for Racial Equity (PRE)**: COVID-19: Using a Racial Justice Lens Now to Transform Our Future [\[link\]](#) by Lori Villarosa for Nonprofit Quarterly, reprinted with an update by National Center for Family Philanthropy. "Using a Racial Justice Lens in Grantmaking Around the Globe" shares six transferable lessons on how funders can meet the moment of both the global pandemic and the solidarity movement to tackle racism. [\[link\]](#) (July 21, 2020)
- **Women's International League for Peace and Freedom**: "White Privilege: Unpacking the Invisible Knapsack" [\[link\]](#) by Peggy McIntosh , first appeared in Peace and Freedom Magazine, July/August, 1989, pp. 10-12

- **Dismantling Racism Works:**
 - “From White Racist to White Anti-Racist: the life-long journey” [\[link\]](#) by Tema Okun, an article explaining the ladder of empowerment for white people i.e. the stages white people go through as we develop an awareness of our relation to racism.
 - “White Supremacy Culture” [\[link\]](#) by Tema Okun, a list of characteristics of white supremacy culture that show up in organizations and “**White Supremacy Culture in Organizations**” [\[link\]](#) by the **Centre for Community Organizations (COCO)**. See also, this workbook, on “(divorcing) White Supremacy Culture: Coming home to who we really are” [\[link\]](#). See also **White Supremacy Culture** [\[link\]](#) its characteristics [\[link\]](#) and antidotes.
 - Racial equity principles [\[link\]](#)
 - **dRworks** also created this online version of a workbook designed to support the Dismantling Racism workshop offered by the training collaborative [\[link\]](#), many other resources are available there.
- **PH EU Ariadne:** “Seeking an Inclusive Europe: Foundation Grantmaking for Countering Ethnic and Religious Bias and Xenophobia” [\[link\]](#)
- **PH EU The Grant Givers Movement:** “No room for complicity: fighting racism within funded partners” [\[link\]](#) by Aanchal Clare on behalf of the GGM. Aanchal is an organising member at Grant Givers Movement, part of the Learning and Fund Design team at Comic Relief and a Trustee at Peter Minet Trust and the Association of Charitable Foundations.
- **PH InDEEP Initiative:** [\[link\]](#) This initiative supports “*environmental grantmakers to cultivate opportunities to increase funding for organizations led by people of color*”. Their blogs are interesting to read, although they are not focusing on Europe.
- **PH Stanford Social innovation review:**
 - “Overcoming the Racial Bias in Philanthropic Funding” [\[link\]](#) by Cheryl Dorsey, Peter Kim, Cora Daniels, Lyell Sakaue & Britt Savage; (May 4, 2020). Racial bias—both personal and institutional, conscious and unconscious—creeps into all parts of the philanthropic and grantmaking process. The result is that nonprofit organizations led by people of color receive less money than those led by whites, and philanthropy ends up reinforcing the very social ills it says it is trying to overcome.
 - “Shifting Power to Communities in Grant Funding” [\[link\]](#) by Rodney Foxworth and Marcus Haymon (January 20, 2021). To truly advance

racial justice, funders must share decision-making power over who receives capital with the communities they hope to serve.

- “This is what racism looks like” series [\[link\]](#) SSIR’s second DEI series has one goal: To explain *how* racism operates within organizations.
- **EU Transnational Institute:** “Recovering Antiracism - Reflections on collectivity and solidarity in antiracist organising”, by Azfar Shafi and Ilyas Nagdee (October 2020) [\[link\]](#)
- **EU The Guardian** “What black America means to Europe.” [\[link\]](#) Young, G. (2020)
- **PH Nonprofit Quarterly** “Dear Philanthropy: These Are the Fires of Anti-Black Racism” by Will Cordery (June 2020) [\[link\]](#)
- **EU Are We Europe?** “Unsilencing: The Colonialism Issue | #9” This magazine edition aims to facilitate an inclusive conversation about “how does colonialism still affect Europe, and the world, today?” [\[link\]](#) the issue-specific editions are for sale, but each week there are some free articles [\[link\]](#).
- **PH EU Alliance Magazine** published various articles on the matter, such as (among the most recent ones of particular relevance for Europe):
 - “Resourcing racial justice means risk is no longer racialised” by Nusrat Faizullah and Farzana Khan, January 2021 [\[link\]](#)
 - “From tragedies to transformation: Using a racial justice lens in global grantmaking” by Lori Villarosa, July 2020 [\[link\]](#)
 - “Philanthropy and racial justice – can it be different now?” by Jenny Oppenheimer, June 2020 [\[link\]](#)
- **PH The Chronicle of Philanthropy** too published various racial equity articles, the focus is mainly on the US, but here are some of the most recent and relevant ones:
 - “Telling My Truth as a Black Woman Made Me a Better Grant Maker” [\[link\]](#) by Jasmine Sudarkasa, February 9, 2021.
 - “How 2 White Leaders of Big Foundations Are Tackling Racial Equity” [\[link\]](#) by Keecha Harris January 29, 2021
 - “Having Trouble Diversifying Your Board? The Culprit May Be Your Discriminatory Database and Application Forms” [\[link\]](#) by Kathy Johnson Bowles January 12, 2021
- **PH Decolonizing Wealth Addresses Philanthropy’s White Supremacy Problem, Offers Solutions** [\[link\]](#) by Catherine Lizette Gonzalez (October 2018). Article on the value of Edgar Villenueva’s ‘Decolonizing Wealth’ book.

- **PH MacArthur Foundation**, “Co-Creating our Equitable Recovery Grantmaking” [\[link\]](#) by John Palfrey, President and Geoffrey Banks, Senior Program Officer, Chicago Commitment (May 18, 2021).
- **Anthropology Now** “Why Doesn’t Diversity Training Work? The Challenge for Industry and Academia” by Frank Dobbin and Alexandra Kalev - Volume 10, Number 2, September 2018 [\[link\]](#)
- **Tidal Equality** “Unconscious bias training doesn't work to build equality because it was never designed to” by Anna Dewar Gully & Dr. Kristen Liesch [\[link\]](#)
- **EU The EU’s migration and anti-racism policies: are we ready for a racism-free Europe?** by Abigail Cardenas Mena [\[link\]](#)
- **PH What is Retroactive Allyship Theater, and are you guilty of it?** (June 2021) by Vu Le [\[link\]](#).
- **No, you can’t be silently anti-racist: how introverts can speak out against racism** [\[link\]](#) by Allison Carney Consulting, June 2021.
- **EU Language is important: Why we are moving away from the terms ‘allyship’ and ‘privilege’ in our work** [\[link\]](#) by Dr Muna Abdi, MA Education consultancy, June 2021.
- **PH The dire state of funding for Black Feminist Movements - and what can donors do about it** [\[link\]](#) By Hakima Abbas, co-founder of the Black Feminist Fund and co-executive director of AWID, and Kellea Miller, HRFN deputy director. Originally published by Inside Philanthropy on August 5, 2021.

C. Tools and Guides/Guidelines

- **PH Philanthropic Initiative for Racial Equity (PRE)**
 - “Grantmaking with a Racial Justice Lens” [\[link\]](#) (December 2019).
 - “Catalytic Change - Lessons from the Racial Justice Grantmaking Assessment” [\[link\]](#) (May 2009). PRE with Applied Research Center (ARC, now Race Forward): This older report includes this tool (which they might update soon, but it is still useful) [\[link\]](#) for “Assessing Our Grantmaking for Its Racial Justice Potential”, which it may be useful to consider/adapt for European grantmakers.
 - When PRE released Grantmaking with a Racial Equity Lens [\[link\]](#) in 2006 in partnership with GrantCraft, only a small number of foundations had made racial equity a major focus of their work. It was still common to have funders thinking colorblindness or universal

approaches was the ideal, and there were others who only focused on diversity and inclusion.

- **PH GrantCraft:** “From Words to Action: A Practical Philanthropic Guide to Diversity, Equity and Inclusion” [\[link\]](#) (2018).
- **PH Open Society Foundations** “Advancing Diversity, Equity, and Inclusion in Grant Making” [\[link\]](#) (July 2021)
- **PH ABFE:** “We Must be in It for the Long Haul” Black Foundation Executives Request Action by Philanthropy on Anti-Black Racism [\[link\]](#), a statement developed with and signed by over 60 Black foundation CEOs requesting action on anti-Black racism. While this is specifically about the US, it may be a useful guidepost.
- **PH The Bridgespan group and ABFE:** (a Philanthropic Partnership for Black Communities) Guiding a Giving Response to Anti-Black Injustice [\[link\]](#) (25/08/20), this memo offers funders potential paths to invest in organizations and movements within the Black-led racial justice ecosystem. It provides principles for giving and highlights priority investment areas and example organizations within those areas.
- **PH The Healing Solidarity Collective:** “Ways to be in action against anti-Black racism & Reading List” a comprehensive anti-racism reading list [\[link\]](#), the initial focus of this collective was on antiracism for the cooperation and development sector, but many resources are relevant for philanthropy too. See also the anti-racist practice group: “Getting Ourselves Together: how white people can show-up for anti-racism in #globaldev” [\[link\]](#) a learning opportunity for white people.
- **PH Racial Equity Tools (RET):** a refreshed website [\[link\]](#) with advanced search options and 98 curated categories like ‘bookcase’ in a library, showcasing over 2700 resources. The RET searchable and updatable clearinghouse offers tools, research, tips, and curricula to help those working toward racial equity and justice. This website is voluntarily managed by three organizations: Centre for Assessment and Policy Development (CAPD), MP Associates and World Trust Educational Services.
- **PH DAPP Survey (Diversity Among Philanthropic Professionals)** [\[link\]](#) by **CHANGE Philanthropy** [\[link\]](#) offers a snapshot of the US philanthropic sector’s workforce based on the anonymous self-reporting from individuals on the staff and board of participating foundations as a tool for assessing the philanthropic sector’s ongoing commitment and progress towards diversity, equity, and inclusion. It also offers **Recommendations** [\[link\]](#) and

Recommended Resources [\[link\]](#) for grantmakers wishing to further diversify their staff and boards.

- **ChangeWork:** White Supremacy Culture within organizations, From Dismantling Racism: A Workbook for Social Change Groups [\[link\]](#) (2001) by Kenneth Jones and Tema Okun.
- **PH Associated Black Charities (ABC):** Philanthropic Applications of a Racial Equity Lens: Ten Essential Questions for Philanthropic Grant-Making, Policies and Practices [\[link\]](#) This pocket guide is a concrete educational tool for both institutional and individual philanthropists wanting to translate their commitment to justice and equity to practical application in grant-giving — or more importantly, to rethink and redesign the ways in which philanthropy operates. Although it is based on the *American* experience, it can still be an inspiration for us too.
- **PH The Philanthropic Initiative.** Racial Equity Resources for Philanthropy [\[link\]](#)
- **PH Equitable Grantmaking Continuum** : this is a checklist for funders to see where they are on the journey towards equity. It is produced by Vu Le and RVCSeattle. It is pretty comprehensive on the practices. Here is a blog about it [\[link\]](#), the tool itself [\[link\]](#) and a one pager on it [\[link\]](#).
- **Resource Generation:** A curated list of free resources [\[link\]](#) from Resource Generation, who organises young people with wealth and class privilege in the U.S. to become transformative leaders working towards the equitable distribution of wealth, land and power.
- **EU PH Resource Justice:** Resources [\[link\]](#) from Resource Justice which is a community of young people in the UK with wealth or class privilege committed to the equitable distribution of wealth, land and power. It is probably related also to the global Generation Pledge, a community of inheritors in ultra-high net wealth families [\[link\]](#).
- **EU PH Race Equality Audit Tool** developed by Barrow Cadbury Trust, Esmée Fairbairn Foundation, Lloyds Foundation and Power to Change on behalf of the Funders for Race Equality Alliance to help British foundations decide what actions need to be taken. You can [watch a webinar on how it works here](#), watch the [downloaded presentation here](#) and [download the spreadsheet here](#).
- **PH** Some frameworks and resources that offer pathways and practices to help us develop anti-racism within our grantmaking:
 - **HRFN, Ariadne and PAWHR:** Human Rights Grantmaking Principles [\[link\]](#) (2020). See #5 - Equity.

- **Astrea** Feminist Funding principles [\[link\]](#).
- **Justice Funders**: “What is a Just Transition for Philanthropy?” [\[link\]](#), Grantmaking Practices Self-Assessment [\[link\]](#)
- **Whitman Institute**: Trust-based Philanthropy [\[link\]](#). See in particular the **Trust-Based Philanthropy Overview** [\[link\]](#), which was updated in February: see **There is no Trust Based Philanthropy without Equity** [\[link\]](#), and also **A historical case for trust-based philanthropy** [\[link\]](#) by Greg Hilditch, 28 April 2022.
- **NCRP (National Committee for Responsive Grantmaking)**: Power Moves: an essential philanthropy (self) assessment guide for equity and justice [\[link\]](#). It helps to determine how well you are building, sharing and wielding power and identify ways to transform your programs and operations for lasting, equitable impact. It includes best practices tips, ready-to-use discussion guides, insightful anecdotes and comprehensive resources to help you on your power journey towards high-impact giving.
- **UHAI-EASHRI**: [\[link\]](#) .
- **AWID & Mama Cash** report: “Moving money to the drivers of change” [\[link\]](#) .
- **#TrustCreatesImpact** [\[link\]](#) in German] #VertrauenMachtWirkung is an initiative of German foundations reflecting on the future of philanthropy. You can see their 9 theses [\[link\]](#) - and the English translation of the short version [\[link\]](#). Furthermore, they produced a guide on diversity [\[link\]](#), participation [\[link\]](#) and equitable listening [\[link\]](#) (all in German language).

D. Books

*Disclaimer: Paid books should be added with the label <PAID> at the end of the description.

-
- **PH EU Giving Back: How to Do Good, Better**, Derek Bardowell, [\[link\]](#) <PAID> (25/08/2022)
- **PH EU Modern Grantmaking**, Gemma Bull and Tom Steinberg, [\[link\]](#) <PAID> (20.06/2021)
- **My Grandmothers’ Hands**, Resmaa Menakem [\[link\]](#), particular Ch 16. Mending the whole heart and body’ Ch21 ‘Whiteness without supremacy’ <PAID>

- **EU Why I'm No Longer Talking to White People about Race**, Reni Eddo-Lodge [\[link\]](#) <PAID>. Here is a free long read by the Guardian [\[link\]](#) which you can also listen to as a podcast written and read by Reni Eddo-Lodge herself [\[link\]](#)
- **Biased: The new science of race and inequity**, Jennifer Eberhardt [\[link\]](#) <PAID>. Here is a free TED talk [\[link\]](#)
- **Me and White Supremacy: How to Recognise Your Privilege, Combat Racism and Change the World**, Layla Saad [\[link\]](#) and also “A Guided Journal” which can accompany the book [\[link\]](#) <PAID>
- **So you want to talk about race**, Ijeoma Oluo [\[link\]](#) <PAID>
- **Whites: On Race and Other Falsehoods**, Otegha Uwagba [\[link\]](#) <PAID>
- **How to be anti-racist** by Ibram X. Kendi [\[link\]](#) <PAID>
- **When They Call You a Terrorist: A Black Lives Matter Memoir** by Asha Bandele and Patrisse Cullors [\[link\]](#) <PAID>
- **EU** A review, published in The Guardian, by Bernardine Evaristo on “**The forgotten black British novels everyone should read**” [\[link\]](#)
- **EU African Europeans: An Untold History** by Olivette Otele, Hurst Publishers. 2020. You can see a book review here [\[link\]](#) or buy it her [\[link\]](#) <PAID>
- **EU Afropean: Notes from Black Europe** by Johnny Pitts [\[link\]](#) <PAID> The author went on a five-month journey around the continent, interviewing black Europeans and exploring his own identity to understand “What does it mean to be black in Europe?” This effort is also linked to the **Afropean - Adventures in Black Europe, a website** [\[link\]](#), “an online multimedia, multidisciplinary journal exploring the social, cultural and aesthetic interplay of black and European cultures, and the synergy of styles and ideas brought about because of this union.”
- **How to Argue With a Racist** by Adam Rutherford, published by Orion [\[link\]](#) <PAID> but you can read [\[link\]](#) an article giving an overview of it.
- **EU Migration, Equality and Racism**, by Ilke Adam, Tundé Adefioye, Serena d’Agostino, Nick Schuermans, Florian Trauner (eds.), published by VUBPress [\[link\]](#)
- **EU Racismes de France**, directed by Olivier Le Cour Grandmaison and Omar Slaouti, published by La Découverte [\[link\]](#) in French] <PAID>
- **EU Plantation Memories: Episodes of Everyday Racism**, by Grada Kilomba, published by Unrast <PAID>
- **EU White Innocence Paradoxes of Colonialism and Race** by Gloria Wekker [\[link\]](#)
- **EU European Others: Queering Ethnicity in Postnational Europe**, Fatima El-Tayeb [\[link\]](#) <PAID> 2011

- **EU What White People Can Do Next: From Allyship to Coalition**, Emma Dabiri [[link](#)] <PAID> 2021

E. Funders & Philanthropy Partners

- **PH EU Ariadne - European Funders for Social Change and Human Rights** [[link](#)] has an internal Portal for its members with various thematic communities, one of which is devoted to Racism and Xenophobia. They also offer capacity building opportunities and ad hoc webinars for funders also on these themes: recordings are available in the same Portal.
- **PH EU Future Foundations UK (FFUK):** A network supporting People of Colour working in the UK philanthropic sector [[link](#)] - see their three collective statements and calls to action (March and May 2020, and March 2021) on the funding sector's response to racial justice [[link](#)].
- **PH EU DEI Coalition:** [[link](#)] A coalition in the UK philanthropic sector that are learning together to embed Diversity, Equity and Inclusion throughout their work.
- **PH EU Resourcing Racial Justice:** [[link](#)] UK wide-funding pool to support individuals and communities working towards racial justice, established by a coalition of people of colour
- **PH EU Baobab Foundation:** [[link](#)] UK foundation, led by the Black and Minority Ethnic communities it supports. See their report "Insights in Brief: Building Scaled, Sustained and Engaged Investment from Funders into Racial Justice in the UK - A Better Normal" (March 2021) by Dilhani Wijeyesekera [[link](#)].
- **PH Philanthropic Initiative for Racial Equity (PRE):** [[link](#)] aims to increase the amount and effectiveness of resources aimed at combating institutional and structural racism in communities through capacity building, education, and convening of grantmakers and grantseekers.
- **PH PEAK Grantmaking** (previously Grant-Makers Network - GMN) have developed 5 principles for Peak grant-making [[link](#)] and in July 2020 they issued the accompanying package of concrete measures [[link](#)] to implement the Drive Equity principle.
- **PH EDGE Funders Alliance:** Global Engagement Lab [[link](#)] a eight-month international learning, organizing and community-building cohort for funders, focusing on structural and systemic racism, particularly white supremacy and anti-Blackness. In 2021, the training will examine how these issues show up in our work environments, various histories, regional and cultural contexts and in our grantmaking practices.

- **PH Borealis Philanthropy:** [\[link\]](#) Borealis Philanthropy works as a partner to philanthropy, helping grantmakers expand their reach and impact
- **PH Funders for Justice:** [\[link\]](#) Funders for Justice enables philanthropy's role in partnering with communities of color towards creating and living with dignity, free from state, interpersonal, and systemic violence. It is a working group of the Neighborhood Funders Group in the USA.
- **PH CHANGE Philanthropy:** [\[link\]](#) (formerly known as Joint Affinity Groups) is a coalition of 10 [partners](#), which are identity-focused or equity/justice-focused philanthropic affinity groups working together to integrate diversity, inclusion, and social justice into US philanthropic practice. They produced various resources including the above mentioned **DAPP Survey (Diversity Among Philanthropic Professionals)** [\[link\]](#) which offers a snapshot of the US philanthropic sector's workforce based on the anonymous self-reporting from individuals on the staff and board of participating foundations as a tool for assessing the philanthropic sector's ongoing commitment and progress towards diversity, equity, and inclusion. It also offers **Recommendations** [\[link\]](#) and **Recommended Resources** [\[link\]](#) for grantmakers wishing to further diversify their staff and boards.
- **PH An Emergent Strategy Primer for Funders** by Adrienne Maree Brown [\[link\]](#).
- **PH PROSPERA International network of Women's Funds** "No Justice without Racial Justice: A Call to Account to Philanthropy from Women's Funds around the world" [\[link\]](#).
- **PH HRFN** (Human Rights Funders Network) "Mapping Funding for Racial Justice: A Political Imperative" by Ana María Enríquez, HRFN Executive Director, and Kellea Miller, PhD, HRFN Deputy Director (July 21, 2021) [\[link\]](#).

F. Videos and podcasts

- **PH** A 4-minute video from **Groundswell Fund:** "See Us. Lift Us. Fund Us." [\[link\]](#)
- **PH** A 3 minute video from a salon discussion on racial equity, diversity, and inclusion in the world of philanthropy hosted by **Arabella Advisors** and Forefront, featuring Angelique Power (Field Foundation of Illinois) and Bruce Boyd (Arabella Advisors) [\[link\]](#).
- **EU European Center for Not-for-Profit Law (ECNL)** is organizing a series of online educational modules on Artificial Intelligence (AI) and human rights to introduce non-tech civil society organizations and activists to AI/algorithmic

systems. The course begins with a two-part introductory session, first explaining the basis of AI from a technical standpoint (April 15) and now the second part will provide an overview of the implications of AI on human rights, rule of law, and democracy (May 20). [\[Link\]](#)

- **PH EU** The British initiative #CharitySoWhite [\[link\]](#) brought together white leaders from the funding sector to share their personal and professional journeys towards racial equity and justice. The session [\[link\]](#) was chaired by Martha Awojobi of #CharitySoWhite and speakers included: Clare Kiely of Comic Relief, James Banks of London Funders, Lily Lewis of The Pocressi Initiative, and Mhairi Sharp of National Emergencies Trust. Participants also heard from Natalie Armitage from the Ubele Initiative about their report, the Booska Paper and calls to action.
- Video: Women and Femmes of Colour in Community Organizations [\[link\]](#) and infographic [\[link\]](#) describing the experiences of women of colour in the workplace by COCo (the Centre for Community Organizations) is a charitable organization whose mission is to support the health and well-being of community organizations in Québec.