

The Case for Funding Black-Led Social Change



Redlining by Another Name:
What the Data Says to Move
from Rhetoric to Action

By: Emergent Pathways, LLC prepared for **ABFE:**
A Philanthropic Partnership for Black Communities

The Case for Funding Black-Led Social Change

Redlining by Another Name: What the Data
Says to Move from Rhetoric to Action

By: Emergent Pathways, LLC prepared for
ABFE: A Philanthropic Partnership for Black Communities
December 2019



ABFE

A PHILANTHROPIC PARTNERSHIP
FOR BLACK COMMUNITIES



Introduction

ABFE: A Philanthropic Partnership for Black Communities (ABFE), recently conducted a study to learn how leaders of Black-led social change organizations in the United States and U.S. Territories describe their interactions with institutional philanthropy. The research had two purposes. The first was to build a body of information on the health and well-being of existing Black social change infrastructure in this country. The second was to use this information to inform the future actions of the Black Social Change Funders Network (**BSCFN**), as well as to encourage philanthropic staff, consultants and trustees to change the ways they think and act with Black-led organizations (**BLOs**) and Black communities.

In late 2015, BSCFN was birthed from a partnership between ABFE and the Hill-Snowdon Foundation. In March of 2017, BSCFN released [The Case for Funding Black-Led Social Change](#) — its first case statement. In accordance with its primary goal — to help vitalize and strengthen the infrastructure for Black-led social change by advocating for much greater philanthropic investment—**BSCFN has developed several critical research questions to answer:**

- How much institutional philanthropic funding goes to Black-led organizations in the United States (including U.S. Territories)?
- Given the higher concentrations of Black people in the South and Midwest, how much institutional philanthropic funding goes to Black-led organizations based in these regions?
- How are institutional philanthropic funds that go to Black-led organizations being used?
- Who are some of the key organizations that make up the existing infrastructure of Black-led social change groups, and what are the major needs that institutional philanthropic funding should address?
- How should staff, consultants and trustees in institutional philanthropy change their approaches when working with BLOs and serving Black communities for greater efficiency and impact?

This report will focus on the latter two critical questions.

It is important to note that the process of collecting the empirical and anecdotal information for this review was met with several challenges:

1. Due to the existence of anti-Black racism in our society and associated anti-Black cultures and practices that exist in the field of institutional philanthropy, a high level of distrust exists between many BLOs and foundations. Several of the BLO leaders, who participated in this scan, expressed concerns about the physical safety of themselves, their respective staff, board and supporters; digital and intellectual safety concerns that could cripple their abilities to function effectively; and fears of losing existing and/or future opportunities for funding due to sharing their data and experiences. As a result, we did not reach the intended number of organizations we desired. In addition, there are variances in the number of total responses for some of the survey questions; for that reason, we share the total number of responses per question.
2. Our interest was to learn from Black-led **social change** organizations – defined as those that are led by Black people and have a mission to build power in Black communities (these organizations are often referred to as “movement organizations”). ABFE members around the country were asked to share the survey with social change organizations that they were aware of. In some cases, BLOs who provide leadership support or some level of power-building in addition to direct service completed the survey and their responses are included in the data. While we recognize differences in the mission of these two types of organizations (movement versus direct service), we noted the blending of strategies used by many BLOs as well as the vast similarities in their health and viability and experiences with foundation investment. As such, we believe the data does in fact tell the true story of social change organizations.

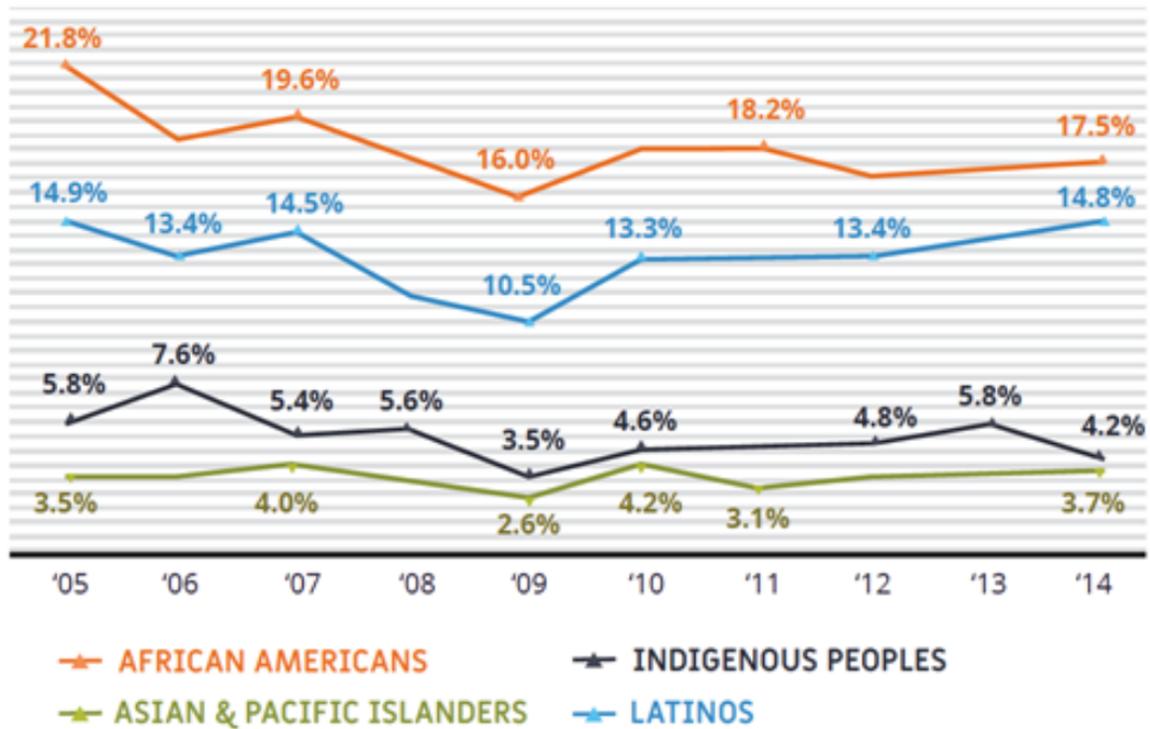
Resources shedding light on the plight of BLOs in specific local areas have been compiled in recent years. Two of the most comprehensive scans were commissioned by the Philadelphia African American Leadership Forum in 2014, [How African American-Led Organizations Differ from White-Led Organizations](#), and in the Bay Area in California by the Bay Area Black United Fund in 2015, [Black-Led Organization in the Bay Area: From Crisis to Change](#). While the scans gather information about Black-led organizations that are literally thousands of miles apart, similar issues regarding their financial

health are clear and these data mirror what was found in the ABFE scan. We provide these comparisons in this report as well. While efforts to document levels of institutional philanthropic giving to BLOs are often hampered by the lack of disaggregated data obtained by foundations, there is truth to the prevailing notion of the dearth of this kind of support. In fact, phrases like, “philanthropic redlining” and the “nonprofit/philanthropic industrial complex” draw parallels between documented manifestations of anti-Black racism in housing (redlining) and criminal justice (prison industrial complex), and the decades-old philanthropic attitudes and practices that result in woeful underfunding of BLOs throughout the United States, especially in the South and Midwest. Of the 46.8 million Black people who live in the United States (2016 U.S. Census Bureau estimation), more than 23 million Black people reside in the 13 states commonly referred to as the South. Another 8.1 million Black people live in the 12 states of the Midwest. Accordingly, a large number of BLOs are based in the South and Midwest. However, the awarding of philanthropic funds does not follow the population.

A national culture rooted in anti-Black attitudes, systemic and personally mediated racism has resulted in the instability of Black communities throughout the United States. Institutional philanthropy, acting in alignment with systems of anti-Black oppression, has thus contributed to the volatility of thousands of BLOs and the porous organizational infrastructure for Black-led social change. The [As the South Grows](#) series of reports produced by the National Committee for Responsive Philanthropy and Grantmakers for Southern Progress indicates that for every philanthropic dollar per person invested nationally between 2011 and 2015, only 56 cents per person was invested in the South, and a dismal 30 cents per person for structural change work in the South.

While the previous statements enumerate the overall lack of philanthropic investment in the South, similar funding patterns exist for people of color-led organizations throughout the country. In 2017, the Philanthropic Initiative for Racial Equity, in partnership with Race Forward and the Foundation Center released an infographic indicating that between 2005 and 2014, annual foundation giving focused on reaching people of color never exceeded 8.5% of total giving for any year, despite

PERCENTAGE OF GIVING AS A PROPORTION OF FUNDING FOR PEOPLE OF COLOR



Source: Philanthropic Initiative for Racial Equity in partnership with Race Forward and Foundation Center, 2017.

populations increases. In 2014, foundation giving for people of color was only 7.4% of total giving. During the same ten-year period, giving to African Americans as a percentage of giving to people of color declined from a high point of 21.8% in 2005, to 17.5% in 2014.

The fragility of the Black-led organizational social change infrastructure has dire consequences for Black communities throughout the country. However, the impacts in the South are of particular concern. Consider this. At the time of our research, our country had just experienced the 2018 Midterm

General Elections. Not only were all 435 House of Representatives seats up for election, but 35 U.S. Senate seats; 36 governorships were being contested; and thousands of other state, county, local and community-level elected offices were being contested throughout the nation. The levels of attention and investment placed on growing the electorate by believers in the democratic principle of one person, one vote, and the heinous efforts to suppress the expression of this ideal by those who are guided by white supremacist views have not been as active since the early 1960s. Current abhorrent state-led and state-sanctioned voter suppression activities can be directly linked to the 2013 U.S. Supreme Court ruling that deactivated Section 5 of the Voting Rights Act of 1965. In the last five years, more than 800 polling places have been closed; the number of days and hours for early voting access have been shortened; Voter ID laws requiring certain kinds of state-issued identification cards (and the closing of state-run places where these IDs could

“...giving to African Americans as a percentage of giving to people of color declined from a high point of 21.8% in 2005, to 17.5% in 2014.”

be obtained) have been passed – mostly impacting the ability of Blacks and other people of color to vote. Despite all these challenges, the 2018 election cycle saw an estimated 113 million people participate, making it the first time in history that more than 100 million votes were cast in the Midterms. While many of the roadblocks to accessing to the most fundamental practice of a democracy were cleared during this election cycle, the lack of investment in Black-led organizational infrastructure needed to transform highly successful “Get Out The Vote” efforts into sustainable infrastructure to ensure that the voices of Black communities continue to be heard between elections, will likely dampen the positive

gains in voter turnout this year. Long-term investment for sustainable infrastructure is needed.



Photo courtesy of: Black Voters Matter

Methodology

ABFE partnered with Emergent Pathways, LLC, a management consulting firm that supports nonprofit, philanthropic and government entities that are working to create more equitable access to resources so that Black people and communities can thrive, to gather information answering the questions:

- Who are some of the key organizations that make up the existing infrastructure of Black-led social change groups, and what are the major needs that institutional philanthropic funding should address?
- How should staff, consultants and trustees in institutional philanthropy change their approaches when working with BLOs and serving Black communities for greater efficiency and impact?

Without a solid understanding of the actual number of BLOs in the country, our goal was to hear from a minimum of 100. Through several number of methods, we identified 214 throughout the United States, including the territories of St. Croix and Puerto Rico. From June 2018 to January 2019, a survey and key informant interviews were carried out. Two hundred and four BLOs located throughout the United States and U.S. Territories were invited to complete ABFE/BSCFN’s Black-led Social Change

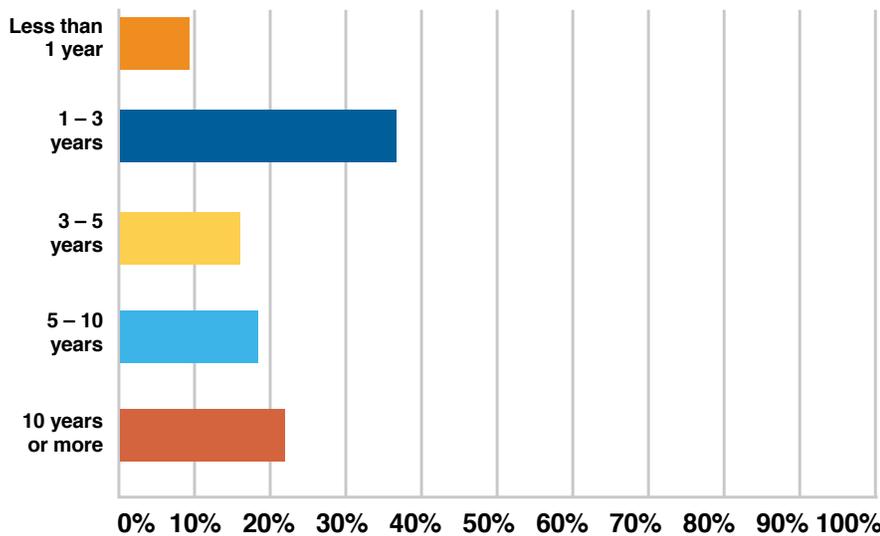
Organizations Survey and we received 70 responses with 66 organizations completing the full survey. Fourteen leaders of BLOs participated in interviews. **The next section shares findings for the survey.**

I. Survey Findings

The descriptive data below help us understand the kinds of organizations that responded to the ABFE survey. We offer this data as background and context before presenting data on their fiscal health and viability. As noted earlier, while we did have a mix of organizations respond; the vast majority report being engaged in movement and power-building work (e.g., community organizing, leadership development and political education, narrative change, etc.).

Organization Life Span, Size (personnel), Leadership Experience

- Of the respondents, the oldest organization was established in 1957 (61 years), and 34.9% being incorporated since 2014 (5 years or less); 49% organizations are 10 years or older (N=66);
- 21.8% of the organizations reported that the current CEO has led the organization for ten years or more (N=66);



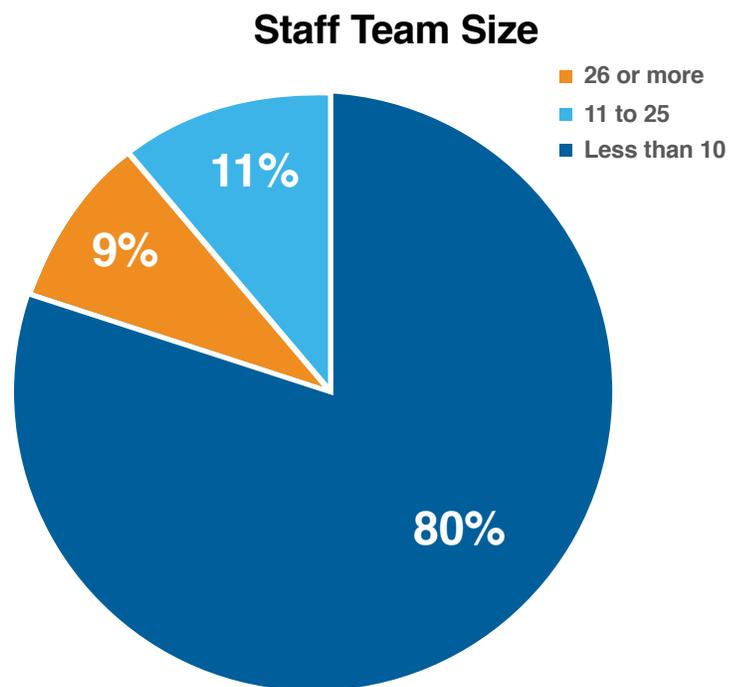
How many years has the current President/CEO/ Executive Director led the organization?

- 75.8% indicated that the CEO has been affiliated with the organization for three (3) years or more — with 30.3% having organizational tenures of ten years or more (N=66).

- The majority have small staff; 81.8% have a staff team of 10 or fewer people; 9.1% have a staff team of 26 or more people (N=66).

Organization Staff & Board/Demographics

- Combined, the 66 organizations employ 3,594 people, 82% of whom are identified as Black/ African Descendant who are employed at 100% of the organizations; White – 8.2% who are employed at 53.8% of the organizations; Latinx – 4.3% who are employed at 33.8% of the organizations. (N=66)
- Gender identification of staff: 15.6% have transgender female employees, 12.5% have transgender male employees and 30.8% have staff that identify as either gender fluid or gender nonconforming (N=65)
- 23.6% of the organizations had a staff team that identified as 100% cisgender female; 3.6% of the organizations had staff that identified as 100% cisgender male (each organization had only one employee) (N=65).
- The board members of the organizations racially identified as follows: 73% -Black/African Descendant, White – 15.5%, and 5.8% - Other (N=64)
- The board members’ genders were identified as follows; cisgender female –59.9%; cisgender male – 36.9%; gender fluid or gender nonconforming – 2.1% (N=64)



Source: Survey of Black-led Organizations, ABFE 2019

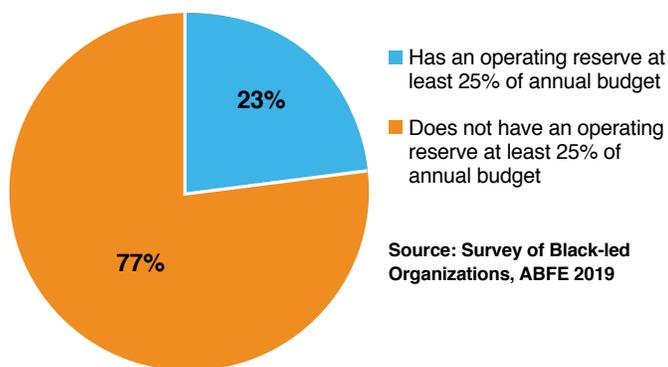
Service and Program Areas/Strategies Used

- The majority of respondents defined their service area as “local”
- Most commonly used strategies by the respondents are as follows (organizations could identify multiple strategies)(N=66):
 - a) Community organizing and building people power – 78.5%
 - b) Building individual, organizational and network and/or movement leadership – 64.6%
 - c) Strategic communications, narrative and building social power – 50.8%

Budgets/Reserves and Funding

The data collected on budgets and funding help us understand the severe under-investment in BLOs resulting in the precarious nature of the infrastructure of Black-led social change in this country. It is this data that should cause pause and alarm for all of us given the important role these organizations play in Black communities as well as for others. Though the sample size was small, the results highlighted several organizational development and sustainability challenges faced by many of the respondents.

Presence of an Operation Reserve Fund

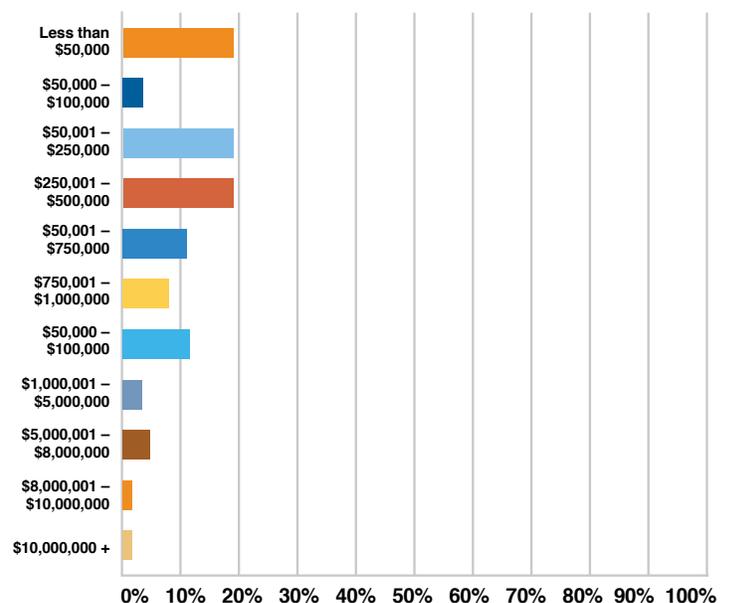


- 60% of the organizations have budgets of \$500,000 or less and 16.9% have budgets of less than \$50,000 (N=66).
- The majority do not have enough operating reserves. Just 23.1% of the organizations reported having an operating reserve fund of at least 25% (3 months) of the annual operating budget. (N=66). This suggests that less than one-quarter of BLOs have the financial means to sustain an unexpected financial hardship without having to make significant adjustments to their operations and/or programming.
- Private foundation grants/investments were the primary source of funding for these organizations, with 91% indicating this as a source. (N=66). Sixty-five 65 percent of

this group indicated that these funds make up more than 70 percent of their annual revenue. This suggests an over-reliance on foundations as the primary funding source for many BLOs. Individual donors are the second most popular source of revenue – 81.8% indicated this a source. (N=66)

- Only eight of the 65 organizations indicated receiving grants of \$100,000 or more from at least one foundation. The two aforementioned points suggest that while BLOs rely heavily on support from foundations, few have been successful at securing funding at levels that can sustain their operations, or adequately support planning for the future.
- 44 organizations (67%) shared information about the philanthropic dollars received — and provided a list of 131 foundations, funds (donor advised), giving circles and public sector initiatives as the source for the funding.

What is the current annual operating budget of your organization?



Survey Conclusions and Commentary

II. Aligned Research from Three Cities

As indicated in the research results, challenges with cash reserves, funding from foundations, grants and resources are common echoes heard within the walls of BLOs throughout the country. In the case example, [How African American-Led Organizations Differ from White-Led Organizations](#), commissioned by the Philadelphia African American Leadership Forum, findings revealed factors that impact the long-term financial health of African American-led organizations in comparison to white-led organizations. One critical factor cited was African American-led organizations have fewer cash reserves and are more dependent on government grants than white-led organizations. As a result, the study indicated this may increase vulnerability to recessions and changes in government, creating less stability for African American-led organizations as compared to white-led organizations. Data revealed that 32 percent have four or more months of cash reserves as compared to 57 percent of white-led organizations. Furthermore, the report noted that cash reserves, or “rainy day funds,” are an important indicator of an organization’s long-term financial health. Evidence within another case example, [Black-Led Organizations in the Bay Area: From Crisis To Change](#), which surveyed Black-led organizations thousands of miles away from Philadelphia, also confirmed some of the common financial challenges BLOs face by indicating that 42% of Bay Area BLOs have no

reserves or endowment and, for those that do, it is most often insufficient. A large number also had small staff; 84% have 20 staff or less.

The case example, [Follow the Leader: A Philanthropic Strategy For Effectiveness](#), identified 150 BLOs in the St. Louis Metropolitan region. Sixty-four percent of the boards of these organizations were made up of Black professionals and a similar story emerges in their scan – 48% of surveyed organizations had annual budgets of less than \$100,000.00. These organizations are doing important work in the areas of youth development, civic engagement and community development.

After confirming our national results with regional data, ABFE sought to interview leaders of BLOs to get their sense of foundation funding to these groups. Themes from our interviews are presented in the next section.

III. Interview Findings

Interviews with fourteen (14) Black leaders provided perspective on the broad diversity of BLOs that operate throughout the country and its territories. Light was also shed on the impacts of the extraordinarily low levels of institutional philanthropic support for BLOs and Black communities, as well as why funding remains low. In order to gather information, the leaders were asked the following questions about their engagement with institutional philanthropy:

1. How has institutional philanthropy been connected (supportive) to the work of your organization?
2. What did you (your organization) have to do to receive philanthropic support?
3. How can institutional philanthropy best support the work that your organization does? (How do you want philanthropy to be engaged/show up with the work you do to fulfill your mission?)
4. How can institutional philanthropy best support the growth and development of your organization? (How do you want philanthropy to be engaged/show up in support of your organization’s infrastructure?)



Photo courtesy of: National Black Justice Coalition (NBJC)

I. Funder Ignorance, Philanthropic Redlining and Philanthropic Black Codes

While the specific incidences are varied, there were several common themes that were shared during the interviews (bold text and centered).

Interviews agree that one of the most commonly voiced reasons given by funders for the lack of philanthropic investment in Black-led organizations is ignorance — “we don’t know of any Black-led organizations that work in…” — pick a location or an issue. While there is truth to the lack of knowledge and there are few relationships between many institutional funders and representatives of Black-led social change organizations, both deficiencies are the result of conscious bias due the aforementioned culture of anti-Blackness that exists in the field. BLOs that are known to institutional funders are often subjected to *Philanthropic Redlining or the Philanthropic Black Codes*. Just like the policy of redlining systematically devalued property in Black neighborhoods, and established written and unwritten laws that denied Black families access to home ownership,

BLOs and people of color-led organizations are denied access to funding due to eligibility, staffing, and/or grant monitoring requirements that are either unattainable or arduous. For the BLOs that receive funding, the *Philanthropic Black Codes* — written and unwritten policies and practices that funders use to ensure BLO grantees are compliant with the terms of the grant — are often implemented. Practices like requiring monthly financial reporting and monthly grant disbursements, surprise monitoring visits, quarterly grant reporting and multiple grantee meetings in a calendar year—were mentioned during the interviews.

“Because they [institutional funders] often don’t understand us [Black people], our organizations [Black-led organizations] or our work, they often get it wrong when they think they’re helping.” -Anonymous

II. Talking But Not Walking—The difference between philanthropy’s “social change” rhetoric and its actions

The mission statements of most philanthropic institutions speak to igniting, supporting and/or advancing major change in either the geographic areas, on the thematic issues and/or for the populations of people that they purport to address. These statements effectively define philanthropies as agents of societal change. However, the aforementioned low levels of funding for Black-led organizations show that the field actively strengthens the status quo. The field has made steps in recent years to acknowledge the existence of systemic racism in our society, and several institutions have begun to address how anti-Blackness is promoted and perpetuated through their cultures, policies and practices. While there is an uptick in racial equity related retooling of foundations through

trainings of personnel and the reframing of organizational policies and practices, there has yet to be a comparable increase in the levels of funding to Black-led or other people of color-led organizations. Three points raised by interviewees supported this:

The Social Justice Road Show

BLO leaders shared several stories of being invited to give presentations on how they conduct their effective social change efforts in groups, ranging in size from a five-member executive committee of foundation trustees to literally thousands of foundation staff and trustees, as a plenary speaker at a major philanthropic conference. But years later, these interactions have yet to lead to new or increased funding. There have even been instances where foundations have featured BLOs on their websites, in their newsletters, or even in fundraising collaterals by non-endowed foundations without a funding relationship being established.

“Our commitment to enacting equity and justice is valid solely and only to the point that it does not tamper with the safety and security that we have for ourselves, our families and our professional roles.” -Dr. Brian C. Barnes



Photo courtesy of: ABFE

Trickle-down Social Change: Funder Support of White-led Organization to Impact Change in Black Communities

BLO leaders also talked about the issues created when limited funding for issues that impact Black communities goes to white-led organizations. Despite their lack of connection and proximity to Black people, these organizations are able to build the relationships that are the key to successful fundraising, and can, therefore, respond more favorably to requests for proposals, and other aspects of the grantmaking process. Even in racial equity efforts, funders are more comfortable supporting white-led efforts, than those led by Black people and other people of color. These sentiments align with data from the above-mentioned Philadelphia case study, [How African American-Led Organizations Differ from White-Led Organizations](#). The report revealed that when the question about how race/ethnicity played a role in organization growth, the most common responses among African American Executive Directors focused primarily on the interaction between race and fundraising or access to funding or capital. The report stated that

respondents believe that African American-led organizations receive less funding than other organizations. Furthermore, it was reported that respondents believe that funders/donors have negative perceptions and distrust of African American-led organizations and their leaders, specifically in the areas of fiscal management and the ability to manage large investments, quality of services and competence of and confidence in the organization's leadership.

What BLO Leaders Need?

BLO leaders echoed common calls for multi-year funding, general operating support, capacity building supports coupled with program funding to support existing community-designed strategies. What has often resulted is low dollar, one-year, program restricted funding that requires large amounts of staff time to respond to the grantmaking process. Funders seem to want transformational investment and results from BLOs but are only giving transactional dollars to the effort.

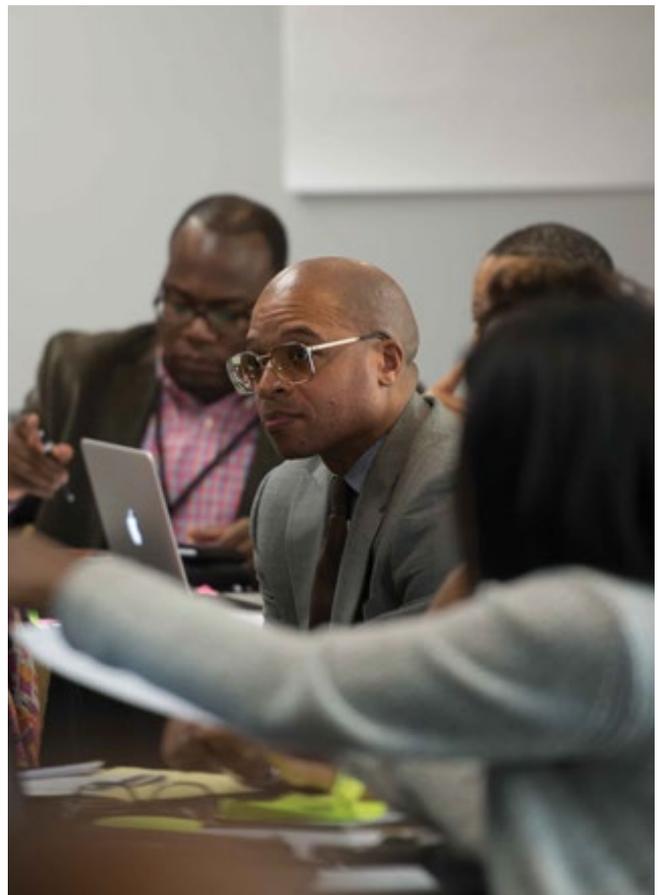


Photo courtesy of: ABFE

III. The Chasm—The distance between philanthropic strategies and the lived experiences in the Black communities they espouse to serve

When it comes to support for Black communities, foundation staff and trustees are woefully disconnected from BLOs and how issues impact the lives of many Black people. Three critical points led to this finding:

Philanthropic Whack-a-mole: Implications of Shifting Foundation Priorities on BLOs

First, BLO leaders highlighted the oft shifting priorities of institutional funders that do not allow for sufficient investment of resources nor adequate time to produce the outcomes they seek. Because foundation staff and trustees are often physically, philosophically and economically separate from Black communities, there is not a sense of urgency, nor a real commitment to social change. The lack of understanding of both the history of systemic discrimination, and the legacies of Black-led organizations that have reiterated multiple times to survive centuries of state-sanctioned and institutional philanthropic divestment contributes to this lack of sustainability. Insights from the above-mentioned case study in the Bay area supports these comments from interviewees. In [Black-Led Organizations in the Bay Area: From Crisis To Change](#), authors suggest that nonprofits in the Bay Area are still recovering from a period of tightening, restructuring and closures due to the most recent recession. In an effort to preserve a vital community services industry from further significant negative impact, the quick solution was to implement survival strategies such as emergency loan funds and mergers and acquisitions. However, the study indicates that Black-led organizations, on the front line serving low- and moderate-income communities, have yet to receive tailored support required to recuperate and thrive in the aftermath of the recession. Black-led organizations are a vital aid for communities in which they serve, however, as stated in the scan, the lack of financial resources available to minority-led nonprofit organizations that promote the interests of their communities, is a crisis. Furthermore, the report states that though Black-led organizations and the communities they serve have unique concerns that require unique solutions, demographic changes and population shifts have sent focus and funding in new directions conveying a message that there is little value in being a Black-led organization.

“Funders need to realize that sometimes their only role is to provide funding. So they should fund the work, and get out of the way.” -Anonymous

With this observation, the report emphasized that Black-led organizations continue to be under-researched, under-regarded and under-resourced leaving many unsustainable and at risk of closure given another downturn.



Photo credit: William Perrigen/Sitazen Blake Photography

Philanthropy’s Hearing Problem

Foundations are largely uncomfortable with (opposed to) sharing power with leaders in Black communities when designing strategies to work in Black communities. Leaders shared that they have rarely seen information that they have shared with foundation staff and/or their consultants in focus groups, surveys, one-to-one and group interviews reflected in the content, or the implementation of philanthropic efforts. BLO leaders recognize that collaboration is critical to the success of their

work but lauded the lack of funding and technical assistance to support collaborations in Black communities. In fact, the atmosphere of competition largely created and supported by funders is a deterrent to collaboration. Additionally, calls for the resourcing of leadership development, professional development, local, regional and national strategy sessions, capacity building, communications and marketing, succession planning, board development and innovation/research and development often go unfunded.

We Don't Believe You

Interviewees described a culture of disrespect that exists between BLOs and institutional philanthropy. This is largely due to many foundations' staff and trustees' refusal to more completely acknowledge and address their contributions to, the benefits they receive or the impacts from white supremacy in their lives. It is both covered by and implemented through the practices of institutional funders. These include restrictive eligibility requirements — budget size, years of operation, presence of third-party evaluations, matching fund requirements, relationships with elected officials; requiring extra due diligence efforts (additional documentation requirements, multiple interviews and/or site visits) during the proposal review process; or burdensome communications and availability requirements during the grant period (onerous reporting requirements, “pop-up” site visits and monitoring activities, requiring senior staff to take time away from the organization for “learning” or “sharing” opportunities).



Photo courtesy of: ABFE

IV. Recommendations

BLO leaders who participated in the interviews provided recommendations for creating more authentic, efficient and effective partnerships between foundations and Black-led organizations that can lead to significant impacts in Black communities. The dozens of suggestions have been captured under three headings: **Build Understanding, Build Community and Act for Change.**

Build Understanding

1. **Learn about Black Communities and BLOs:** Foundation staff and trustees **MUST** learn about the history and contemporary manifestations of systemic racism in Black communities; and how Black-led organizations have responded by doing everything from providing basic needs to organizing for social, political and economic change legislatively. While learning directly from the lived experiences of Black people is necessary, funders should also proactively research the numerous books, documentaries research reports, professional journals and other credible resources, and not utilize over-burdened Black people as the sole source of their learning about Black life. Funders can contact ABFE to learn of credible resources on effective philanthropy in Black communities as a starting point.
2. **Be Proximate:** Funders and trustees must visit Black communities and BLOs to develop first-hand understanding of cultures, values and needs. Conducting site visits for learning (not for proposal review, monitoring or evaluation), attending events (large and small) when invited, and being transparent about the reasons for your visit can help funders and BLO representatives learn more about each other and build the relationships that are key to effective funding relationships.
3. **Recognize Black Community Leadership and Structures:** The systemic exclusion of Black people from traditional social, economic and political processes is a major contributing factor to why many Black-led organizations are not structured as IRS tax designated entities. Effective funders recognize this challenge, but do not further perpetuate injustice by restricting “undesigned” BLOs from opportunities. Effective funders use fiscal sponsors, intermediaries and other structures and tools to support BLOs.

Build Community

1. **Part of a Whole:** Foundation staff and trustees must recognize that the resources they provide to BLOs are part of a broader (hopefully comprehensive) set of resources that operate in communities. Minimally the foundation and the grantee partner must understand that while funding is a critical component, none of the ills in Black communities can be “granted away.” Effective funders should also support existing and emerging collaborations, alliances and other multi-organizational and cross-sector partnerships in Black communities.
2. **Collectively Design Funding Opportunities:** Foundation staff should collaborate with Black communities to design effective and efficient funding opportunities. BLO leaders and nonprofit leaders overall have called for unrestricted,

multi-year funding for years. Foundations should also respect frameworks, methods and ideologies, and seek input from BLO input to create, measure progress towards and evaluate outcomes.

3. **Be Open to Pivots and Shifts:** Social change has never been a linear process. Accordingly, foundation staff and trustees must be open to adjustments in plans and activities that were unforeseen at the onset of grantee agreements. Foundations must also actively resist tendencies to both blanketly consider the success of one BLO to be the measure by which others will be measured. Conversely, other BLOs should not be unduly penalized because of the failure of one BLO.

Act for Social Change

1. **Acknowledge Its Contributions to Systemic Racism:** One of the first steps to creating authentic and effective relationships with Black communities and BLOs is acknowledging the field’s, and individual foundations’ histories of systemic under-investment in Black leadership, BLOs and Black-led innovation. Foundations should adopt anti-racist or racial equity frameworks for their internal and external operations. Foundations should co-create with BLOs — funding opportunities to address systemic change in Black communities.
2. **Invest in Black-led Social Change Infrastructure:** The BLO leaders interviewed, stressed funding leadership development, community organizing and the building of Black economic power, in addition to funding the long-term sustainability of BLOs. These strategies are included in the recommendations for investment identified by the BSCFN in [The Case for Funding Black-led Social Change](#). A full list of recommended areas of investment can be found on pages 7-8 of document.

3. **Actively Advocate for Philanthropic Investment in Black Communities:** BLO leaders also felt that funders should actively encourage their peers to fund Black-led organizations in their respective issue-based and geographic areas.

“Justice requires not only the ceasing and desisting of injustice but also requires reparation for injuries and damages inflicted for prior wrongdoing. The essence of justice is the redistribution of gains earned through the perpetration of injustice.”

-Dr. Amos Wilson

“... but I do know that the Association of Black Foundation Executives is correct in saying that [foundations] also need to invest in organizations that are talking about economic empowerment and building an infrastructure for the Black economy.”

-Dr. Ron Daniels, Institute of the Black World 21st Century



Photo courtesy of: ABFE

Conclusion

In the same ways that anti-Blackness exists both institutionally and individually in the broader society, so too does the belief in a racial hierarchy manifest in the policies and practices of many foundations and their respective staff and trustees. This belief results in the gross undervaluing and disinvestment of BLOs, Black leaders and Black communities, as evidenced in the disproportionate philanthropic support for efforts operating for the benefit of BLOs, Black leaders and Black communities. BLO leaders are keenly attuned to the benefits and challenges of relationships with institutional funders, and are best positioned to recommend, and engage in the design and implementation of measures to dismantle this aspect of systemic racism, and build a culture that will increase the impact of philanthropic support in ways that are mutually beneficial to Black communities and the field.

While the work of a few dozen foundation leaders to implement racial equity frameworks within their respective institutions is a step in the right direction, these leaders are a tiny percentage of the more than 86,000 foundations in the United States. Furthermore, the actions of this minority has yet to result in significantly increased support for Black-led social change organizations. The historical successes of BLOs in mobilizing and organizing for social change that advances not only Black communities, but the entirety of U.S. society, are well documented. Oftentimes, however, the reactive/adaptive iterations of anti-Blackness coupled with a lack of Black-led organizational infrastructure, have prevented the

benefits of societal advances from becoming realities in the lives of far too many Black people in this country and its territories. Institutional philanthropy is uniquely positioned to catapult the development of the Black-led social change infrastructure. Heeding the Black Social Change Funders Network's call "for at least a 25 percent increase in giving by the nation's largest foundations to the Black community, with a particular emphasis on strengthening the infrastructure for Black-led social change," would do much to change the trajectory of millions of Black people in the U.S. and millions more people of all races domestically and abroad.



Photo credit: William Perrigen/Sitazen Blake Photography

This remains our call. Now is the time.

Appendix A

Invited BLOs

The following 214 Black-led Organizations were invited to participate in the BLO survey.

1 Hood Media	Forward Justice	Organization for Black Struggle
100 Black Men of New York	Forward Together	Orleans Public Education Network
A. Philip Randolph Institute	Freedom Bound	Overcome Racism
Adonai Center for Black Males	Freedom Inc.	Phi Beta Sigma Chicago Chapter
Advancement Project	Girls for a Change	Phi Beta Sigma Fraternity, Inc.
African American Museum Association	Girls for Gender Equity	Philadelphia Student Union
African American Planning Commission	Girls Going Global	Philadelphia Urban League
African-America Institute	Girltrek	Picture The Homeless
Africare Inc	Good Jobs Now	Pillars of the Community
Allen Temple AME Church	GoodProjects	Pittsburgh Black Left Movement
Alpha Kappa Alpha Sorority, Inc	Grassroots Alliance for Police Accountability	Power U Center for Social Change
Alpha Phi Alpha Fraternity, Inc	Greater Birmingham Ministries	Project Ejaba
Associated Black Charities	Haitian Women for Haitian Refugees	Project South
Association for the Study of African American Life and History	Helping Oppressed Mothers Endure, Inc. (Colin Kaepernick Donation)	Prosperity Foundation
Aya, Inc.	Higher Heights for America	R3 Coalition Chicago
Bay Area Black Workers Center	Highland Community Revitalization Committee, Inc.	Race Forward
Bedstuy Restoration	Hill District Consensus Group	Racial Justice Action Center
Benjamin L. Hooks Institute for Social Change at the University of Memphis	Hill District Education Council	Renaissance Global Liberation Academy
Black Alliance for Just Immigration	Hip Hop is Green	Resilient Wellness
Black Belt Community Foundation	Idlewild African American Chamber	Rising Sons
Black Bird	Ignite NC	San Diego Black Health Associates, Inc.
Black Church Center for Justice and Equality	Incite: Women of Color Against Violence	Selma Center for Nonviolence, Truth & Reconciliation
Black Cooperative Investment Fund	Initiate Justice	Seven Wild Dreams
Black Family Development	Institute of the Black World	She Can Win
Black Femme Excellence Co.	International Center for Traditional Childbearing	Sigma Gamma Rho Sorority, Inc.
Black Futures Lab	Iota Phi Theta Fraternity, Inc.	Silverback Society
Black Girls Code	Joint Center for Political and Economical Studies	Sister Love, Inc.
Black Girls Dive Foundation	Journey for Justice Alliance	Sister Song Inc.
Black Girls Rock Inc	Justice Investor	Snap Coalition
Black Girls Smile Inc.	Kappa Alpha Psi Fraternity, Inc.	Social Works
Black Land & Liberation Initiative (Black Out Collective)	LA Black Workers Center	Society of Young Revolutionaries
Black Lives Matter	Leaders of a Beautiful Struggle	Southern Echo
Black Organizing for Leadership and Dignity	LGBTQ Racial Justice Fund	Southern Rural Black Women's Initiative for Economic and Social Justice
Black Organizing Project	Liberty Hill Foundation	Southerners on New Ground
Black Political Empowerment Project	Life Pieces To Masterpieces	State of Black Arizona
Black Swan Academy	Long Island Chapter of The Links, Inc.	TGI Justice Project
Black Veterans for Social Justice	MADDADS	The African American Policy Forum
Black Voters Matter Fund	Mama Afrika Growth	The Algebra Project
Black Women for Wellness	Marin Grassroots	The Alliance House Community of Knoxville

Black Women's Blueprint	Miller Spotlight	The AWARE Project
Black Women's Health Imperative	Million Hoodies: Movement for Justice	The Black Girl Project
Black Youth Project	Moms of Black Boys United for Social Change	The Black Institute
Black Youth Project 100	MOSES - Metropolitan Organizing Strategy Enabling Strength	The Black Intergenerational Zeal (BIZ) Stoop
Blackout Collective	Mothers Against Police Brutality (Colin Kaepernick Donation)	The BLK Projek
Blackout for Human Rights	Mothers of Hope	The Center for Media Justice
Blacks in Government	My Community Plan Foundation (MCPF)	The Culture Keepers
BME	National Action Network	The Executive Leadership Council
Brassy Bown	National Alliance of Black School Educators	The Freedom Archives
Blackout for Human Rights	Mothers of Hope	The Center for Media Justice
Blacks in Government	My Community Plan Foundation (MCPF)	The Culture Keepers
BME	National Action Network	The Executive Leadership Council
Brassy Bown	National Alliance of Black School Educators	The Freedom Archives
Bridge DA Gap Movement, Inc.	National Association for the Advancement of Colored People	The Ida B. Wells Society
Campaign for Black Male Achievement	National Association of Col-ored Women's Clubs	The International Black Summit
CDAD Community Develop-ment Advocates of Detroit	National Associational for Equal Opportunity in Higher Education (NAFEO)	The Jackie Robinson Foundation
Center for Third World Organizing	National Birth Equity Collaborative	The National Coalition on Black Civic Participation
Center for Urban Families	National Black Chambers of Commerce	The Spirit House Project
Channel Black Media	National Black Child Devel-opment Institute	The Travon Martin Foundation
Coalition for Racial Justice in Media	National Black Justice Coali-tion	Trans Women of Color Col-lective
Coalition of Black Trade Un-ionists	National Black Women's Jus-tice Institute	Tunica Teens in Action
Codman Square Neighbor-hood Development Corp.	National CARES Mentoring Movement	Undocublack Network
Color of Change	National Coalition of 100 Black Women, Inc. Manhat-tan Chapter	United Negro College Fund (New York Chapter)
Community Center Development Corporation	National Conference of Black Lawyers-New York City	Urban Affairs Coalition
Community Voices Heard (CVH)	National Congress of Black Women	Village of Wisdom
Concerned Black Men Nation-al	National Council of Negro Women, Inc.	Voices of the Ex Offender (V.O.T.E)
Congressional Black Caucus Foundation, Inc.	National Forum for Black Public Administra-tor	Voices of the Experienced
Delta Blues Museum	National Urban League, Inc.	W Haywood Burns Institute
Delta Sigma Theta Sorority, Inc.	Network for the Develop-ment of Children of African Descent	Women on the Rise
Detroit Black Community Food Security Network	New Voices Pittsburgh	Women Watch Afrika, Inc.
Dream Defenders	Next Step	Women With a Vision
Equal Justice Society	Nollie Jenkins Family Center	Wyandanch Community Dev. Corp.
Essie Justice Group	North East Area Develop-ment	Young Black Pittsburgh
EveryBlack Girl	Northern Virginia Urban League	Young Community Develop-ers
Families and Friends of Loui-siana's Incarcerated Children	Northside Coalition for Fair Housing	Young Women's Project
Families for Freedom	Omega Psi Phi Fraternity	YouthVoiceNYC
Operation PUSH (Rainbow PUSH Coalition)	One Voice	Zeta Phi Beta Sorority, Inc.

Appendix B

Survey Participants and Interviewees

A. Philip Randolph Institute	New Orleans Business Alliance
ACLU of Mississippi	New Voices for Reproductive Justice
Advancement Project	Nollie Jenkins Family Center, Inc.
Alliance for Educational Justice	Ofc. of Sen. Francis/VI Legislature
Alliance of Californians for Community Empowerment	ONE DC
Amistad Law Project	Partnership for the Advancement of New Americans - PANA
Astraea Lesbian Foundation for Justice	Power U Center For Social Change
Backyard Gardeners Network	rethink
BLACK BELT COMMUNITY FOUNDATION	RISE San Diego
Black Cooperative Investment Fund	San Diego Chapter of the Links, Inc
Black Leaders Organizing for Communities (BLOC)	San Francisco Beacon Initiative
Black Women for Wellness	Selma Center for Nonviolence, Truth & Recon-ciliation
BMe Community	Seven Wild Dreams
Change Happens	Silverback Society
Children's Defense Fund	SisterReach
Clctivly	Soul 2 Soul
Color Of Change	Southern Sudanese Community center of San Diego
Defend Puerto Rico	Step Up Louisiana
Duncan Educational Consultants, LLC	TandemEd
EveryBlackGirl, Inc	The Benjamin L. Hooks Institute for Social Change at the Univesrity of Memphis
Families and Friends of Louisiana's Incarcerated Children (FFLIC)	The Black Swan Academy
Good to the SOUL	The Blue Heart Foundation
Greater Birmingham Ministries	The Prosperity Foundation
Hill District Consensus Group	The State of Black Arizona
Hope Station Opportunity Neighborhood Council	The STEAM Collaborative
HousingNOLA/Greater New Orleans Housing Alliance	The UndocuBlack Network
Ignite NC	Tunica Teens In Action, Inc.
Institute of the Black World 21st Century	UBUNTU Research and Evaluation
Lawyers of Color	rethink
	Village of Wisdom
Million Hoodies Movement for Justice	San Diego Chapter of the Links, Inc
	Washington Interfaith Network (WIN)
Moms of Black Boys United	Wholistic.art
Movement BE	Wisconsin Voices/ African American Roundtable

Interviewed BLO Leaders

Dante Berry – Million Hoodies Movement

Dr. Ron Daniels – Institute of the Black World 21st Century

Samantha Davis – The Black Swan Academy

Lloyd Dennis – Silverback Society

Shawn Dove – Campaign for Black Male Achievement

Deanna James – St. Croix Foundation

Robert Lewis – Black Cooperative Investment Fund

Vanessa McCullers – Moms of Black Boys United

Daphne McFerren – Benjamin L. Hooks Institute for Social Change

Cara Page – Astraea Lesbian Foundation for Justice

Trabian Shorters – BMe Community

Marta Vega – Caribbean Cultural Center African Diaspora Institute

Alexandria Warrick Adams – Elev8 Baltimore

Gina Womack – Families and Friends of Louisiana's Incarcerated Children

Jamye Wooten – Black Theology Project

Appendix C

The following is a list of the 130 private foundations, community foundations, corporate funds, donor advised funds, giving circles and public sector sources identified by the BLOs that responded to the survey. As indicated previously, there are more than 86,000 registered foundations in the United States.

Abelard East	FISA Foundation	Rockefeller Family Fund
Advocates for Youth	Ford Foundation	Rosenberg Foundation
AIDS United	Foundation for a Just Society	San Francisco Foundation
Akonadi Foundation	Foundation for Louisiana	San Diego City Council
Annie E. Casey Foundation	Four Freedoms Fund	Schott Foundation for Public Education
Another Golf is Possible	Funders Collaborative on Youth Organizing	Security & Rights Collaborative
APS Foundation	GB Stuart Foundation	Soda Foundation
Arizona Community Foundation	General Service Foundation	Sol Collective
Astraea Lesbian Foundation for Justice	Gilead	Solidaire Network
ASU Foundation	Greater New Orleans Foundation	Southern Partners Fund
Baptist Community Ministry	Groundswell Fund	Speer Fund
Beckner Foundation	Haas Foundation	Stabler Foundation
Bike and Build	Hattie M. Strong Fund	State Infrastructure Fund
Black Belt Community Foundation	Hewlett Foundation	SunTrust Foundation
Black Benefactors	Hill Snowdon Foundation	The Akerman Foundation
Borealis Philanthropy	Ingersoll Rand Foundation	The Boys & Girls Club Foundation
Bread & Roses Fund	Irvine Foundation	The California Endowment
Brees Foundation	Jessie Smith Noyes Foundation	The Community Foundation for Greater New Haven
Brown Foundation	Joshua Fund/Greater Washington Comm.Fdn.	The Cushman Foundation
Brush Foundation	JP Morgan Chase Foundation	The Graustien Memorial Fund
California Community Foundation	JPB Foundation	The Heinz Endowments
California Wellness Foundation	Jr. Stone Foundation	The LA84 Foundation
Catholic Campaign for HD	Kenan Charitable Trust	The Moriah Fund
Center for Community Change	Kresge Foundation	The Opportunity Fund
Center for Popular Democracy	Live to Give Fund	The Overbrook Foundation
Chinook Fund	Local Solutions Center	The Parker Foundation
ClifBar Family Foundation	Marguerite Casey Foundation	The Pittsburgh Foundation
Communication Workers of America	Marshall Foundation	The Preservation Institute
Communities for Just Schools Fund	Mary Duke Biddle Foundation	The Scherman Foundation
Consumer Health Foundation	Mary Reynolds Babcock Foundation	The Union Bank
Criminal Justice Initiative/Solidago Foundation	Mary's Pence	The Whitman Institute
Diverse City Fund	Ms. Foundation for Women	Tides Foundation
DPACA Action	Nathan Cummings Foundation	TJX Foundation
Drug Policy Alliance	Needmor Fund	Unbound Philanthropy
East Bay Community Foundation	Newman's Own Foundation	USD Global Social Innovation Challenge
Education Foundation for America	Northstar Fund	W.K. Kellogg Foundation
Efa 50	Novo Foundation	Weingart Foundation
Elton John Foundation	Open Philanthropy	Wells Fargo Regional Foundation
Emergent Fund	Open Society Foundations	Whitman Family Foundation
Emerging Philanthropists of New Orleans	Overthink Foundation	Whole Cities Foundation
Episcopal Health Foundation	Power Coalition – Ford Foundation	Working Films Fund
Eugene & Agnes Meyer Foundation	Presbyterian Hunger Fund	Youth Engagement Fund
Farm & Food Communications	Proteus Fund	Z. Smith Reynolds Foundation
FedEx Foundation	Public Welfare Foundation	

Appendix C – Additional BLOs

These 169 organizations were identified by the ABFE network since the original survey was conducted.
Note: According to the National Center for Charitable Statistics (NCCS), more than 1.5 million nonprofit organizations are registered in the U.S. This number includes public charities, private foundations, and other types of nonprofit organizations, including chambers of commerce, fraternal organizations and civic leagues.

100 Black Men of Chicago, Inc	Chicago, IL
100% College Prep	San Francisco, CA
A Black Education Network	San Jose, CA
Action Now	Chicago, IL
Adventure Girlz	New York, NY
African Advocacy Network	San Francisco, CA
African American Art & Culture Complex	San Francisco, CA
African American Leadership Forum	Minneapolis, MN
African American Regional Educational Association	Oakland, CA
Afrikan Black Coalition	Statewide, CA
Afro American Development Association	Minneapolis, MN
Atlanta Wealth Building Initiative	Atlanta, GA
Aurora St. Anthony Neighborhood Development Corporation	St. Paul, MN
Bay View National Black Newspaper	San Francisco, CA
Beloved Community	New Orleans, LA
Beloved Community Center	Greensboro, NC
Betti Ono	Oakland, CA
Black and Pink	Omaha, NE
Black Business Initiative	Denver, CO
Black Dot	Unknown
Black Family Land Trust	Durham, NC
Black Guns Matter	Philadelphia, PA
Black Leaders Organizing for Change	Baltimore, MD
Black LGBTQ Migrant Project	Oakland, CA
Black Lives Matter Portland Chapter	Portland, OR
Black Out WA	Seattle, WA
Black Star Line African Centered Family Educational Collective	Seattle, WA
Black Students of California United	Fresno, CA
Bread for the City	Washington, DC
Brotherhood of Elders Network	Oakland, CA
Brothers Empowered to Teach	New Orleans, LA
Brothers on the Rise	Oakland, CA
Build Wealth Minnesota	Minneapolis, MN
Carribean Cultural Center African Diaspora Institute	New York, NY
Center for Community Transformation	Grand Rapids, MI
Center on Community Philanthropy	Little Rock, AR
Chicago Center for Leadership and Transformation	Chicago, IL
Chicago Community Loan Fund	Chicago, IL
Citizen SHE United	New Orleans, LA
Co.act Detroit	Detroit, MI
Colorado Black Leadership Coalition	Denver, CO
Common Future	Oakland, CA
Community Housing Development Corporation	Richmond, CA

Community Movement Builders	Atlanta, GA
Cooperation Jackson	Jackson, MS
Cultural Wellness Center	Minneapolis, MN
Daughters Beyond Incarceration	New Orleans, LA
Detroit Action	Detroit, MI
Detroit Food Lab	Detroit, MI
Detroit Food Policy Council	Detroit, MI
Detroit Future City	Detroit, MI
Dimensions Dance Theater	Oakland, CA
Dreaming Out Loud	Washington, DC
East Bay Permanent Real Estate Cooperative	Oakland, CA
East Oakland Black Cultural Zone	Oakland, CA
Eastside Arts Alliance	Oakland, CA
Elevated Thought	Lawrence, MA
Equiticity Ventures	Chicago, IL
ERACCE	Kalamazoo, MI
Fair Budget Coalition	Washington, DC
Faith in Action	Oakland, CA
Gamaliel Network	Chicago, IL
Gangstas to Growers	Atlanta, GA
Girls Growing 2 Women	Grand Rapids, MI
Grand Rapids African American Museum and Archives	Grand Rapids, MI
Grand Rapids Area Black Businesses	Grand Rapids, MI
Green Hope Services for Women	New York, NY
Hidden Genius Project	Oakland, CA
Hilltop Urban Gardens	Tacoma, WA
I Am My Sister	New Orleans, LA
I Be Black Girl	Omaha, NE
ICAN Network	New York, NY
Incarcerated Children's Advocacy Network	Washington, DC
Institute on Domestic Violence in the African American Community	St. Paul, MN
Jack and Jill of America	Washington, DC
Juxtaposition Arts	Minneapolis, MN
Ka Joog	Minneapolis, MN
Kenwood-Oakland Community Organization	Chicago, IL
Kids Off The Block	Chicago, IL
Kings Against Violence Initiative	Brooklyn, NY
Legal Services for Prisoners With Children	Oakland, CA
Liberation Medicine School	Seattle, WA
Live Free Campaign	Berkeley, CA
Love Not Blood	Oakland, CA
Make it Work Nevada	Las Vegas, NV
Malcolm X Grassroots Movement	Unknown
Malonga Casquelourd Center	Oakland, CA
Michigan Liberation	Kalamazoo, MI
Minneapolis Urban League	Minneapolis, MN
Mission Reconcile	New Orleans, LA

Model Cities of St. Paul	St Paul, MN
Mosaic Film Experience	Grand Rapids, MI
Mother Africa	Kent, WA
NAACP Eugene/Springfield Chapter	Eugene, OR
National Black Child Development Institute (Seattle Chapter)	Seattle, WA
National Black Food and Justice Alliance	National
New Destiny Pathways	Grand Rapids, MI
New Georgia Project	Atlanta, GA
New Orleans Worker's Center for Racial Justice	New Orleans, LA
New Orleans Youth Alliance	New Orleans, LA
Nia Centre	Grand Rapids, MI
No Boundaries Coalition	Baltimore, MD
No Cop Academy	Chicago, IL
North Carolina Environmental Justice Network	Rocky Mount, NC
Northside Achievement Zone	Minneapolis, MN
Northwest African American Museum	Seattle, WA
One DC	Washington, DC
One Love Global	Lansing, MI
One World Link	Atlanta, GA
Operation Restoration	New Orleans, LA
Orleans Parish Prison Reform Coalition	New Orleans, LA
Oromo Community of Minnesota	St. Paul, MN
Partnership for Southern Equity	Atlanta, GA
People's Advocacy Institute	Jackson, MS
People's Institute for Survival and Beyond	New Orleans, LA
POC Collaborative	Omaha, NE
Poor People's Campaign	Washington, DC
Power Coalition	New Orleans, LA
Power of People Leadership Institute	Robbinsdale, MN
Pro Georgia	Atlanta, GA
Project Diva	Minneapolis, MN
Project South	Atlanta, GA
QWOCMAP	San Francisco, CA
Racial Justice Now	Dayton, OH
Raheem	Oakland, CA
Rainier Beach Action Coalition	Seattle, WA
Rebound, Inc	Minneapolis, MN
Rethink	New Orleans, LA
Rich City Rides	Richmond, CA
Russell Center for Innovation & Entrepreneurship	Atlanta, GA
S.A.F.E Seattle	Seattle, WA
Safe Places for the Advancement of Community and Equity	Washington, DC
Safe Return Project	Richmond, CA
Shop Talk Live	Denver, Aurora, DMV, Houston
Sisters in Business	Kalamazoo, MI
Solid Rock Community Development Corporation	Colorado Springs, CO
Soul 2 Soul Sisters	Denver, CO

Soul Sisters Leadership Collective	Miami, FL
Southern Coalition for Social Justice	Durham, NC
Spearitwurx	Oakland, CA
Stand With Dignity	New Orleans, LA
Students for Educational Justice	New Haven, CT
The Audre Lorde Project	New York, NY
The Black Mecca Project	Atlanta, GA
The Charles H. Wright Museum	Detroit, MI
The Chosen Few	Washington, DC
The Cultural Wellness Center	Minneapolis, MN
The Dunbar Pavilion	Tucson, AZ
The Healthy Babies Project	Washington, DC
The Links, Incorporated	Washington, DC
The Montana Racial Equity Project	Bozeman, MT
The Portland African American Leadership Forum	Portland, OR
The Village Nation	San Francisco, CA
The Village of Hope	Seattle, WA
Third Space Action Lab	Cleveland, OH
Time for a Change Foundation	San Bernardino, CA
Ujamaa Place	St Paul, MN
Umoja Peace Center	Seattle, WA
Urban Tith	Richmond, CA
Vector 90	Los Angeles, CA
Voices for Racial Justice	Minneapolis, MN
Voices of Women of Color (Hartford)	Hartford, CT
WA - BLOC	Seattle, WA
We Got Us Now	National
Youth Sentencing and Reentry Project	Philadelphia, PA
Youth Undoing Institutional Racism	Seattle, WA
Youth UpRising	Oakland, CA
YWCA Greater Baton Rouge	Baton Rouge, LA
Zora's House	Columbus, OH

Appendix D

This list contains 183 private foundations, community foundations, corporate funds, donor advised funds, giving circles and public sector sources identified by the BLOs that responded to the survey and by the ABFE network. They have been identified as supporters of Black -Led social change work. It is estimated that there are over 86,000 registered foundations in the United States and its territories.

Abelard East
Advocates for Youth
African American Legacy Fund
African American Unity Fund
AIDS United
Akonadi Foundation
Andrus Family Fund
Annie E. Casey Foundation
Another Golf is Possible
APS Foundation
Arizona Coalition for Change
Arizona Community Foundation
Astraea Lesbian Foundation for Justice
ASU Foundation
Baltimore Business Lending
Baptist Community Ministry
Bayview Hunters Point Foundation for Community Improvement
Beckner Foundation
Bike and Build
Bisemi Foundation
Black Belt Community Foundation
Black Benefactors
Black Futures Lab
Borealis Philanthropy
Bread & Roses Fund
Brees Foundation
Brooklyn Community Bail Fund
Brown Foundation
Brush Foundation
California Community Foundation
California Donor Table
California Wellness Foundation
Catholic Campaign for HD
Center for Community Change
Center for Popular Democracy
Chicago Community Trust
Chicago Foundation for Woman
Chinook Fund
ClifBar Family Foundation
Communication Workers of America
Communities for Just Schools Fund
Consumer Health Foundation
Criminal Justice Initiative/Solidago Foundation

Crossroads Fund
Crowley Foundation
Diverse City Fund
Donors of Color Network
DPACA Action
Drug Policy Alliance
East Bay Community Foundation
Echoing Green
Education Foundation for America
Efa 50
Elton John Foundation
Emergent Fund
Emerging Philanthropists of New Orleans
Episcopal Health Foundation
Eugene & Agnes Meyer Foundation
Farm & Food Communications
Federal Reserve Bank of Kansas City
FedEx Foundation
Field Foundation of Illinois
FISA Foundation
Ford Foundation
Foundation for a Just Society
Foundation for Louisiana
Four Freedoms Fund
Funders Collaborative on Youth Organizing
GB Stuart Foundation
General Service Foundation
Gilead
Grand Rapids Community Foundation
Greater New Orleans Foundation
Griffith Family Foundation
Groundswell Fund
Haas Foundation
Hartford Foundation for Public Giving
Hattie M. Strong Fund
Haymarket People's Fund
Headwater Community Foundation
Hewlett Foundation
Hill Snowdon Foundation
Hope Enterprise Corporation
Ingersoll Rand Foundation
Irvine Foundation
Jessie Smith Noyes Foundation

Joshua Fund/ Greater Washington Comm. Fdn.
JP Morgan Chase Foundation
JPB Foundation
Jr. Stone Foundation
Kalamazoo Community Foundation
Kenan Charitable Trust
Kresge Foundation
Libra Foundation
Live to Give Fund
Local Solutions Center
Lozier Foundation
Marguerite Casey Foundation
Marshall Foundation
Mary Duke Biddle Foundation
Mary Reynolds Babcock Foundation
Mary's Pence
Meyer Foundation
Mitchell Kapor Foundation
Ms. Foundation for Women
Nathan Cummings Foundation
Needmor Fund
Nellie Mae Education Foundation
NEO Philanthropy
New England Blacks in Philanthropy
Newman's Own Foundation
Nexus Community Partners
Northstar Fund
Novo Foundation
Ohio Transformation Fund
Open Philanthropy
Open Society Foundations
Our Fund Foundation
Our Voice, Our Vote
Overthink Foundation
Power Coalition – Ford Foundation
Presbyterian Hunger Fund
Proteus Fund
Public Welfare Foundation
Resist Foundation
Rochester Area Community Foundation
Rockefeller Family Fund
Rosenberg Foundation
Roy and Patricia Disney Family Foundation
San Diego City Council
San Francisco Education Fund
San Francisco Foundation
Schott Foundation for Public Education
Security & Rights Collaborative

Sherwood Foundation
Simons Foundation
Skillman Foundation
Social Justice Fund Northwest
Soda Foundation
Sol Collective
Solidaire Network
Southern Partners Fund
Speer Fund
Stabler Foundation
State Infrastructure Fund
SunTrust Foundation
The Akerman Foundation
The Boys & Girls Club Foundation
The California Endowment
The Community Foundation for Greater New Haven
The Cushman Foundation
The Graustien Memorial Fund
The Heinz Endowments
The LA84 Foundation
The Moriah Fund
The Opportunity Fund
The Overbrook Foundation
The Parker Foundation
The Pittsburgh Foundation
The Preservation Institute
The Scherman Foundation
The Union Bank
The Whitman Institute
Tides Foundation
TJX Foundation
Unbound Philanthropy
United Black Fund
United South Broadway Corporation
United Way of Northeast Georgia
USD Global Social Innovation Challenge
W.K. Kellogg Foundation
Washington Area Community Foundation
Weingart Foundation
Weissberg Foundation
Wells Fargo Regional Foundation
Whitman Family Foundation
Whole Cities Foundation
Winthrop Rockefeller Foundation
Women's Fund of Omaha
Working Films Fund
Youth Engagement Fund
Z. Smith Reynolds Foundation

Sources

1. Black-Led Organizations In the Bay Area: From Crisis to Change. Bay Area Black United Fund. February 2015.
http://saadandshaw.com/wp-content/uploads/2017/12/Shaw_BLOs_Crisis-To-Change.pdf
2. How African American-Led Organizations Differ from White-Led Organizations. Philadelphia African American Leaders Forum. April 28, 2016.
<https://phillyaalf.org/research-report/>
3. Follow the Leader: A Philanthropic Strategy For Effectiveness. Based upon the State of Black-led Nonprofits in the St. Louis Metropolitan Area Survey. September 2018.
<https://www.deaconess.org/sites/default/files/files/FollowtheLeaderReport.pdf>
4. Philanthropic Initiative for Racial Equity (PRE)
<http://racialequity.org/>
<http://racialequity.org/>
5. The Case For Funding Black-Led Social Change
<http://www.blacksocialchange.org/wp-content/uploads/2017/02/BSCFN-Case-Statement.pdf>

Acknowledgements

E. Bomani Johnson, Founder & Principal
Emergent Pathways, LLC
www.emergentpathwaysllc.com
@EmergentPathway

Designing By Grace
designingbygrace.com



ABFE

A PHILANTHROPIC PARTNERSHIP FOR BLACK COMMUNITIES

abfe.org / Twitter @ABFE / (646) 392-9870

Graphic Design: Designing by Grace