

Facing Race: Philanthropic Advising with White Donors

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**San Francisco
Foundation**

Land Acknowledgment



Insert into the chat:

- *Name of the indigenous tribe whose land you are on and the present-day name of that location.*

Ex: Ohlone, San Francisco

- *Why is it important to do a land acknowledgment?*

Agenda

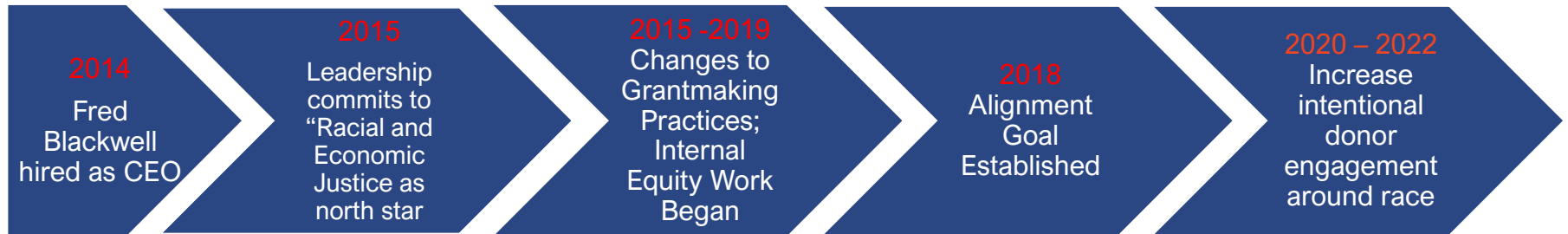
- SFF's Journey to Engage Donors in Racial Justice
- Tips for Coaching White Donors on Race
- Q & A

The logo for the San Francisco Foundation (SFF) is displayed in large, bold, white capital letters. The letters are set against a background of a colorful, abstract geometric pattern consisting of various triangles in shades of blue, orange, and red. The pattern is dense and fills the right side of the slide.

SFF

San Francisco
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SFF's Journey to Engage Donors in Racial Justice



Unconscious Whiteness in Philanthropy Workshop Series

Session #1

Personal and interpersonal concepts: identity, power, privilege, oppression

How do these concepts show up in me?

Session #2

Historical and social context: how whiteness, white supremacy, and philanthropy were made

Where am I situated in these contexts?

Session #3

Organizational context: how white supremacy manifests in organizations

How is white supremacy showing up in my giving? How can I operate differently?

Session #4

Philanthropic context: equity-based giving practices to interrupt white supremacy in philanthropic organizations

What changes can I make?
What changes have others in similar roles made?

Session #5

Action planning: systems thinking, accountability, identifying allies and strategies

What am I committing to do with what I've learned?
How will I do it?

Participant Responses from Feedback Survey

“Whatever you already know, you will learn something. Go in with an open mind and come out with a better understanding of how power works in philanthropy and what you can do to promote more equitable process and outcomes in philanthropy”

“This workshop moved me from a tentative feeling of “well, that sounds kind of racist” to a firm declaration of “that is racism.” It was clarifying and will make me a stronger advocate”.

Notable A-Ha's From Workshop Participants

- Ceding decision-making to community members
- Interest in philanthropy's role in reparations
- Curiosity around how DAFs can be problematic and what reform efforts are targeting
- One person shared that they went on a site visit and it already felt different, i.e. more relational
- Reflecting on accumulation of wealth, one person shared, “how many people did I step on to get these resources?”

Polls

Tips for Coaching White Donors on Race

- Assess personal and organizational capacity
- Start with those interested in learning
- Build trust through vulnerability and empathy; share personal stories (BIPOC advisors establish clear boundaries here)
- Consent: model this behavior
- Discuss that multiple (and conflicting) things can be simultaneously true
- Listen, mirror and reframe/redirect
- “Best Practices” in Philanthropy or any field evolve
- Use a team approach for support and thought-partnership

