Facing Race: Philanthropic Advising with White Donors

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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
SFF’s Journey to Engage Donors in Racial Justice

- **2014**: Fred Blackwell hired as CEO
- **2015**: Leadership commits to “Racial and Economic Justice as north star”
- **2015-2019**: Changes to Grantmaking Practices; Internal Equity Work Began
- **2018**: Alignment Goal Established
- **2020 – 2022**: Increase intentional donor engagement around race
## Unconscious Whiteness in Philanthropy Workshop Series

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<tr>
<th>Session #1</th>
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<th>Session #3</th>
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<td><strong>Personal and interpersonal concepts:</strong> identity, power, privilege, oppression</td>
<td><strong>Historical and social context:</strong> how whiteness, white supremacy, and philanthropy were made</td>
<td><strong>Organizational context:</strong> how white supremacy manifests in organizations</td>
<td><strong>Philanthropic context:</strong> equity-based giving practices to interrupt white supremacy in philanthropic organizations</td>
<td><strong>Action planning:</strong> systems thinking, accountability, identifying allies and strategies</td>
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<td>How do these concepts show up in me?</td>
<td>Where am I situated in these contexts?</td>
<td>How is white supremacy showing up in my giving? How can I operate differently?</td>
<td>What changes can I make? What changes have others in similar roles made?</td>
<td>What am I committing to do with what I’ve learned? How will I do it?</td>
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“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