



Frameworks & Approaches, Understanding Racial Inequities in Policies, Programs & Grantmaking*

GRANTMAKING WITH A RACIAL EQUITY LENS involves “analyzing data and information about race and ethnicity; understanding disparities—and learning why they exist; looking at problems and their root causes from a structural standpoint; and naming race explicitly when talking about problems and solutions.” *GrantCraft and Philanthropic Initiative for Racial Equity*

	RACE-NEUTRAL	RACE CONSCIOUS ¹	DIVERSITY AND INCLUSION ²	STRUCTURAL RACISM ³
Description	Omits race for consideration in policies and programs—instead references alternatives that focus on individual characteristics or socioeconomic status, etc. ⁴	Argues for race/ethnicity as a variable in public policy and program design, notably in understanding how outcomes are racialized	Focused on diversifying the workforce and the field as a way of better addressing the changing demographics of our country and world; “diversity” defined broadly as culture, experience and points of view	Moves beyond individual and institutional racism to explore how a broader system of long-held historical policies, practices and values across institutions have created racialized hierarchies of power and continue to produce inequitable outcomes in well being for people of color
Purpose	To achieve mission and goals without naming race explicitly in problems and solutions	To ensure that policies, programs and practices account for how racial inequities shape outcomes of well-being	To foster a diverse institution for better achieving institutional prosperity, unleashing innovation and creativity, and strengthening public appeal, impact and effectiveness	To examine and address the multiple systems impairing the well-being of people of color
Critiques & limitations	Ignores the persistence of racial disparities in outcomes of well-being, the manifestations of racism in opportunity domains and vast research showing how policy benefits and program services are not received equitably by communities of color	Some race-conscious proposals rely on racialized stereotypes; play down or dismiss the intersection of race, class, gender, sexuality and others; and may not be rooted in solutions that examine the root causes of racial inequalities	At times conflates categories of inequality (marginalized populations) with categories that merely denote difference (work styles, political partisanship). Further, more salient definitions typically focus on race & gender, excluding sexuality, gender identity, etc	Not enough attention is paid to how structural racism intersects with LGBTQ oppression; also, given the magnitude of structural racism, strategies to address it are complex and might be more difficult to implement
As it relates to grantmaking⁵	Race and ethnicity are neither examined nor addressed in foundation’s internal operations or grantmaking	Grants and grant strategies address how race and ethnicity shape experiences with power and access to opportunity	Concerned with diversity in foundation staff and trustees, among program participants and policy beneficiaries, and overall grants	Sharpens the focus on outcomes, uncovers patterns of inequity, separates symptoms from causes, reveals how race relates to all groups and can be used with other lenses
As it relates to LGBTQ grantmaking⁶	LGBTQ grants/strategies are supported without examining racial inequities	LGBTQ grants/strategies explored for relevance to specific outcomes, specifically on LGBTQ people of color	Emphasis placed on diversifying a staff, board and clientele with LGBTQ communities	Possible to broaden grantmaking to integrate an LGBTQ lens into a structural racism approach that specially examines outcomes among LGBTQ people of color

“Those taking a more universal approach may instead craft policies that avoid initial suspicions and unite groups around a common shared goal.”
Angela Glover Blackwell, Searching for the Uncommon Common Ground: New Dimensions on Race in America

“Race matters; almost every indicator of well-being shows troubling disparities disproportionately by race. Disparities are often created and maintained inadvertently through policies and practices that contain barriers to opportunity. It’s possible - and only possible - to close equity gaps by using strategies determined through an intentional focus on race.”
Race Matters Toolkit, Annie E. Casey Foundation

“American democracy and society thrive on our diverse cultures, experiences and points of view. Imagine what we can do in the next 20 years if we more fully engage diverse talents and ideas within our profession to achieve our mission-based work. Just think how that could increase our effectiveness and impact.”
Diversity in Philanthropy Project

“The term ‘structural racism’ refers to a system in which public policies, institutional practices, cultural representations, and other norms work in various, often reinforcing ways to perpetuate racial group inequity. It identifies dimensions of our history and culture that have allowed privileges associated with ‘whiteness’ and disadvantages associated with ‘color’ to endure and adapt over time.”
Aspen Institute

* © Funders for LGBTQ Issues, 2009.

¹ The Annie E. Casey Foundation, *Race Matters* (Baltimore, MD: The Annie E. Casey Foundation, 2006); and *GrantCraft, Grant Making with a Racial Equity Lens* (New York: GrantCraft and Philanthropic Initiative for Racial Equity, 2007).

² Diversity in Philanthropy, <http://www.diversityinphilanthropy.org>; Rockefeller Philanthropy Advisors, *Diversity & Inclusion: Lessons from the Field* (New York: Rockefeller Philanthropy Advisors and Council on Foundations, 2008).

³ The Aspen Institute Roundtable on Community Change, *Structural Racism and Community Building* (Washington, DC: The Aspen Institute, 2004)

⁴ “Color-blind racism” views racial inequality as nonexistent or overstated, blames disparities on cultural differences or “nature,” and upholds individual rights (equality and meritocracy) without structural examinations. See Eduardo Bonilla-Silva, *Racism Without Racists: Color-Blind Racism and the Persistence of Racial Inequality in the United States: Second Edition* (Oxford: Rowman & Littlefield Publishers, Inc, 2006); and Philip Mazzoocco, *The Dangers of Not Speaking About Race: A Summary of Research Affirming the Merits of a Color-Conscious Approach to Racial Communication and Equity* (Columbus, OH: Kirwan Institute for the Study of Race and Ethnicity, May 2006)

⁵ Philanthropic Initiative for Racial Equity, <http://www.racialequity.org>

⁶ For the purposes of this chart, the term “LGBTQ” is used to denote the diversity of our communities. We also recognize that transgender and gender non-conforming people, as well as lesbians, often receive less institutional support than their counterparts. For an assessment of racial and economic justice LGBTQ issues, see Funders for LGBTQ Issues, *Out for Change: Racial and Economic Justice Issues in Lesbian, Gay, Bisexual and Transgender Communities* (New York: FLGI, 2005-2008).