The Foundation Review

Volume 6
Issue 1 *Racial Equity-Open Access*

4-1-2014

Front Matter

Follow this and additional works at: <https://scholarworks.gvsu.edu/tfr>

Part of the [Nonprofit Administration and Management Commons](#), and the [Public Affairs, Public Policy and Public Administration Commons](#)

Recommended Citation

(2014). Front Matter. *The Foundation Review*, 6(1). <https://doi.org/10.9707/1944-5660.1186>

Copyright © 2014 Dorothy A. Johnson Center for Philanthropy at Grand Valley State University. The Foundation Review is reproduced electronically by ScholarWorks@GVSU. <https://scholarworks.gvsu.edu/tfr>

FoundationReview

VOL. 6 ISSUE 1

RACIAL EQUITY

IN THIS ISSUE

RESULTS

- 10 Health Equity for Asian Americans

TOOLS

- 25 White Culture and Privilege
- 39 Integrating Racial Equity
- 51 The Urgency of Now

REFLECTIVE PRACTICE

- 66 One Foundation's Journey
- 81 Difficult Conversations

CO-EDITED WITH:

A Philanthropic Partnership for Black Communities

The Peer-Reviewed Journal of Philanthropy

*Published Quarterly from the Johnson Center for Philanthropy at
Grand Valley State University*

Johnson Center

at Grand Valley State University

W.K. Kellogg Community Philanthropy Chair Dorothy A. Johnson Center for Philanthropy

The Johnson Center is now seeking candidates for the W.K. Kellogg Community Philanthropy Chair, the first, university-based Endowed Chair specifically created for the study and advancement of community philanthropy. A scholar-practitioner, the Chair will focus on establishing a creative, comprehensive program of research, teaching, service, and thought leadership working with community foundation leaders, corporate philanthropy directors, individual donors, nonprofit executives, community leaders, and public officials -- locally, nationally, and across the globe. The Chair will coordinate and plan programs for diverse audiences in a way that increases knowledge about and improves the practice of community philanthropy.

The successful candidate will have five or more years experience in community philanthropy and the nonprofit sector. Ph.D. or equivalent required. Compensation with a generous benefits package is offered, commensurate with skills and experience. Review of applications will begin immediately and continue until position is filled.

For full details and how to apply, go to careers.johnsoncenter.org. Include a cover letter, resume, and three references. If you have questions or need assistance, call

Human Resources at 616-331-2215.

Grand Valley State University is an affirmative action, equal opportunity institution.

Reach out to your key audience by placing an ad in *The Foundation Review* today!

ADVERTISE IN THE **Foundation**Review

The Foundation Review is the premier journal of philanthropy and grantmaking with articles about real successes and lessons learned in the field. Each issue includes tools, results, and activities from the sector.

Be seen by executive directors and staff, trustees, academics, and others working with and for foundations and nonprofits.

Place your ad in *The Foundation Review* today!

Advertising Office:

Robert Shalett
Phone: 202-365-0273
Email: shalett@foundationreview.org

Mechanical Specifics to Print:

	Width	Height
Full Page	6"	9"
Half Page (H)	6"	4.25"
Half Page (V)	2.75"	9"
Quarter Page	2.75"	4.25"

Your Ad Here

THE FoundationReview

VOL. 6 ISSUE 1

Editor in Chief

Teresa R. Behrens

Director of Communications

Robert Shalett

Associate Editor

Pat Nanzer

The Foundation Review is the first peer-reviewed journal of philanthropy, written by and for foundation staff and boards and those who work with them implementing programs. Each quarterly issue of *The Foundation Review* provides peer-reviewed reports about the field of philanthropy, including reports by foundations on their own work.

Our mission: To share evaluation results, tools, and knowledge about the philanthropic sector in order to improve the practice of grantmaking, yielding greater impact and innovation.

The Foundation Review is a proud product of the Johnson Center for Philanthropy at Grand Valley State University.

Photo credits:

All photos courtesy of
Dan Robinson,
uncledan41@hotmail.com.

Editorial Advisory Board

Robert F. Ashcraft, Lodestar Center for Philanthropy and Nonprofit Innovation, Arizona State University

Carol Goss, President and CEO, The Skillman Foundation

Kathy Palumbo, Director of Programs,
The Community Foundation for Greater Atlanta

Patricia Patrizi, Principal, Patrizi Associates

Michael Quinn Patton, Utilization-Focused Evaluation

Hallie Preskill, FSG Social Impact Consultants

Patrick Rooney, Lilly Family School of Philanthropy,
Indiana University

Statement of the Editorial Advisory Board

We believe that the forthright sharing of information among foundations and nonprofits builds a knowledge base that strengthens their ability to effectively address critical social issues. We encourage foundation donors, boards, and staff to honor this transparency in their own practices and to support others who do so.

Johnson Center
at Grand Valley State University

GRAND VALLEY

© Copyright 2014 by the Dorothy A. Johnson Center for Philanthropy at Grand Valley State University

DEAR READERS

By 2043, this nation will experience a shift in its demographic makeup; the Census Bureau predicts that for the first time in U.S. history, non-whites will be in the majority. Many in the field of philanthropy are thinking about this pivotal moment for the country (just shy of 30 years away) and investing in strategies today to ensure that all people, regardless of their race and ethnicity, live to their fullest potential. As we see it, the well-being of America is at the heart of work on racial equity and justice.

While many can agree that all people should have the opportunity to live, work and contribute their assets to the greater good, there are divergent ideas about the barriers facing communities of color in reaching this aspiration as well as strategies to overcome them. For over 40 years, ABFE (and its members) has been a thought leader and advocate in the field of philanthropy to achieve racial equity for Black communities. *At ABFE, we see racial equity as a desired outcome or state; when you cannot predict advantage or disadvantage based on race.* Pursuing equity for our communities is necessary and important work, requires a specific set of competencies and skills and must be addressed over time.

We are pleased to co-edit this issue on Racial Equity Grantmaking. It contains articles written by leaders in the field of philanthropy who are taking on the “necessary and important” work towards achieving racial equity. Contents include:

- **Bezahler’s** article describes the Edward W. Hazen Foundation’s “slow and patient work” to support youth in their efforts to address harsh, inequitable school discipline policies in NY and the thoughtful engagement of their grantees in the strategic direction of its grantmaking.
- **Gulati-Partee and Potapchuk’s** important work focuses on addressing white privilege in racial equity grantmaking – critical work often left off the table -- and a preview of some of their tools to address it.
- **Cunningham, Avner, and Justilien** review of the role of philanthropy in addressing racial justice and poverty in the U.S and the current work of the Northwest Area Foundation to improve outcomes for Black people as well as other people of color.
- **Pickett-Erway, Springgate, Stotz-Ghosh, and Vance** provide a candid summary of the experiences of the Kalamazoo Community Foundation’s journey in becoming an “anti-racist organization”; the importance of self-awareness of foundation staff and several unintended consequences that translated into powerful lessons-learned for the organization.

- **Endo Inouye and Estrella's** contribution describes the use of the W.K. Kellogg Foundation funds to improve health outcomes for Asian American, Native Hawaiian and Pacific Islander populations.
- **Redwood and King** summarize the Consumer Health Foundation's own journey in embedding racial equity in all aspects of their work.

Each of these articles demonstrates the importance of leadership and long-term commitment to transform philanthropy and communities for the betterment of all people. We thank the authors for their current and ongoing struggles to advance the field of racial equity grantmaking and anticipate continued learnings from their experiences.

Best,

A handwritten signature in black ink that reads "Susan Taylor Batten". The signature is fluid and cursive, with the first name "Susan" being the most prominent.

Susan Taylor Batten, M.S.W.

PRESIDENT AND CEO

ASSOCIATION OF BLACK FOUNDATION EXECUTIVES

GUEST EDITOR

THE
FoundationReview

RESULTS

- 10 **Toward Health Equity for Asian American, Native Hawaiian, and Pacific Islanders: The Health Through Action Model**
Traci Endo Inouye, M.P.P., and Rachel Estrella, Ph.D., Social Policy Research Associates

TOOLS

- 25 **Paying Attention to White Culture and Privilege: A Missing Link to Advancing Racial Equity**
Gita Gulati-Partee, M.B.A., OpenSource Leadership Strategies, and Maggie Potapchuk, M.Ed., MP Associates
- 39 **Integrating Racial Equity in Foundation Governance, Operations, and Program Strategy**
Yanique Redwood, Ph.D., and Christopher J. King, Ph.D., Consumer Health Foundation
- 51 **The Urgency of Now: Foundations’ Role in Ending Racial Inequity**
Gary L. Cunningham, M.P.A., Northwest Area Foundation; Marcia L. Avner, M.A., University of Minnesota-Duluth; and Romilda Justilien, M.P.P., BCT Partners

REFLECTIVE PRACTICE

- 66 **Naming Race: One Foundation’s Path to a Strategy of Structural Inclusion and Self-Determination**
Lori Bezahler, M.P.A., Edward W. Hazen Foundation and Center for Social Inclusion
- 81 **Difficult Conversations: Lessons Along the Journey Toward Inclusion**
Carrie Pickett-Erway, M.S.W., Susan Springgate, B.B.A., Suprotik Stotz-Ghosh, M.A., and Tom Vance, M.A., Kalamazoo Community Foundation

- 90 **Executive Summaries**

contents

SUBSCRIPTIONS

Annual subscription costs:

Individuals: \$89, Institutions: \$295, Libraries: \$649. Please add \$50 for international subscriptions.

Bulk discounts, sponsored sales, and online-only discounts are available. Go to subscribe.foundationreview.org for information.

ADVERTISING

Call 202-365-0273 or email shaletr@foundationreview.org for print, online, and sponsorship opportunities.

PERMISSIONS

Abstracting is permitted with credit to the source. Permission may be requested to photocopy or reproduce materials published in this journal by contacting the Copyright Clearance Center at <http://www.copyright.com>, or by sending an email to info@copyright.com. Please contact shaletr@foundationreview.org with any questions.

The Foundation Review PARTNERS

If you are a member of the following organizations, please use the discount code below when subscribing:

Association of Black Foundation Executives (ABFE14)
www.abfe.org

American Evaluation Association (AEA14) www.eval.org

The Communications Network (CN14) www.comnetwork.org

Emerging Practitioners in Philanthropy (EPIP14)
www.epip.org

Forum of Regional Associations of Grantmakers (FRA14)
www.givingforum.org

Funders' Network (FN14) www.fundersnetwork.org

Grant Managers Network (GMN14) www.gmnnetwork.org

Grantmakers for Education (GFE14) www.edfunders.org

Grantmakers for Effective Organizations (GEO14)
www.geofunders.org

National Network of Consultants to Grantmakers (NNCG14)
www.nncg.org