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Executive Summary

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VOL. 6 ISSUE 1

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

Asian American, Native Hawaiian, and Pacific Islanders are the fastest growing racial or ethnic group in the United States. Limited data suggest that they are experiencing a wide range of health disparities stemming from a mix of poverty, cultural barriers, and language-access challenges that prevent them from obtaining health insurance and high-quality health care. This article offers findings and lessons learned from the W.K. Kellogg Foundation's Health Through Action, a five-year initiative aimed at building capacity at the grassroots, regional, and national levels to address these health inequities.

DOI: 10.9707/1944-5660.1188

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

While many foundations have chosen to focus on diversity and inclusion, a small but growing number have engaged more deeply with the cumulative impact and current reality of structural racism – the ways that history, culture, public policy, institutional practices, and personal beliefs interact to maintain a racial hierarchy. The authors discuss challenges to engaging foundations in exploring white privilege and white culture and provide tools for tackling those challenges: creating a container with intentional group norms, exploring accumulated racial advantages and disadvantages, reflecting on white culture, and caucusing by racial identity.

DOI: 10.9707/1944-5660.1189

39 Integrating Racial Equity in Foundation Governance, Operations, and Program Strategy

Yanique Redwood, Ph.D., and Christopher J. King, Ph.D., Consumer Health Foundation

As a learning organization, the Washington-based Consumer Health Foundation took steps to provide greater support for efforts addressing the interconnectedness between health status and racial equity. This commitment to racial equity was integrated into all aspects of their governance, operations, and program strategy. This article presents historical milestones and the key drivers that stimulated an organizational commitment to this approach, with examples

TOOLS

of how racial equity is operationalized in all aspects of the foundation's work and opportunities for continued growth.

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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

One of the major challenges of our time is how America will reconcile the fact that the emerging majority still endures oppressive poverty. This article explores the multiple approaches that foundations can use to advance racial equity and prosperity. It gauges the depth of the challenge that communities face in racial disparities, then surveys the evolution of the role of philanthropies in addressing poverty and traces the history of racialization of institutions and systems. Finally, this article focuses on a specific set of approaches used by the Minnesota-based Northwest Area Foundation that others working for racial equity might employ: research on policy advocacy, opportunity mapping, convener and network connector, and the African American Leadership Forum.

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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

The Edward W. Hazen Foundation, a small national foundation with a focus on youth of color, has spent decades investing in the people whose lives are most affected by issues such as education, community violence, juvenile justice, immigration, and environmental justice. This article provides a case study of the foundation's evolution into a racial-justice organization. The diverse leadership of the foundation developed an analysis of policy issues that recognizes the effects of structural racism, understands that change is difficult and complicated, and is committed to ensuring that change is led by those whose lives will be most affected by it.

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REFLECTIVE PRACTICE

96 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

This article documents one foundation's work to become a more diverse and inclusive foundation. Over the past thirteen years, the Kalamazoo Community Foundation established a variety of policies and statements and proclaimed itself an antiracist organization. The authors share the foundation's diversity policy, antiracist identity, and inclusion statement. They also share lessons learned and discuss a difficult conversation about missing potential impacts on community partners when the inclusion statement for grantees was updated.

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