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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.

DOI: 10.9707/1944-5660.1191

REFLECTIVE PRACTICE

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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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Call for Papers

FOR VOLUME 7, ISSUE 1

Themed Issue of *The Foundation Review* on Philanthropy Consulting

Abstracts of up to 250 words are being solicited for Volume 7, Issue 1 of *The Foundation Review*. This issue, co-edited with the National Network of Consultants to Grantmakers, will be a themed issue on philanthropy consulting. We define philanthropy consultants as individuals and organizations that give professional advice or services to foundations and other donors for a fee, and whose advice and services focus on the programmatic, governance and operational side of philanthropy.

Philanthropy consultants represent an important segment of philanthropy's total human capital. Yet little attention has been given or research devoted to the ways in which philanthropy consulting supports the field. As a result, ways in which consultants may help grantmakers increase impact and enhance success are not yet clearly documented or widely understood.

Papers are invited on topics including, but not limited to:

- **Scope and scale.** To what extent do grantmakers and funder networks retain consultants, and for what purposes?
- **Role.** Why do foundations hire philanthropy consultants? What are the roles of philanthropy consultants? How do roles vary by grantmaker type, size, lifecycle?
- **Value and impact.** What value have grantmakers recognized from engaging philanthropy consultants? What impact have consultants had on the work of funders and the philanthropic sector as a whole?
- **Quality and effectiveness.** What constitutes quality in philanthropy consulting? What are the characteristics of effective consultants and consulting engagements?
- **Capacity.** How does the field of philanthropy support or invest in philanthropy consulting? What efforts exist to ensure diversity within the consulting field and to support career pipelines for future consultants?
- **Trends.** What trends do we anticipate in the field of philanthropy in the U.S. and globally, and how can consultants add value?

Submit abstracts to submissions@foundationreview.org by May 15, 2014. If a full paper is invited, it will be due August 15, 2014 for consideration for publication in March 2015.

Abstracts are solicited in four categories:

- **Results.** Papers in this category generally report on findings from evaluations of foundation-funded work. Papers should include a description of the theory of change (logic model, program theory), a description of the grant-making strategy, the evaluation methodology, the results, and discussion. The discussion should focus on what has been learned both about the programmatic content and about grantmaking and other foundation roles (convening, etc.).
- **Tools.** Papers in this category should describe tools useful for foundation staff or boards. By "tool" we mean a systematic, replicable method intended for a specific purpose. For example, a protocol to assess community readiness and standardized facilitation methods would be considered a tool. The actual tool should be included in the article where practical. The paper should describe the rationale for the tool, how it was developed, and available evidence of its usefulness.
- **Sector.** Papers in this category address issues that confront the philanthropic sector as whole, such as diversity, accountability, etc. These are typically empirically based; literature reviews are also considered.
- **Reflective Practice.** The reflective practice articles rely on the knowledge and experience of the authors, rather than on formal evaluation methods or designs. In these cases, it is because of their perspective about broader issues, rather than specific initiatives, that the article is valuable.

BOOK REVIEWS: *The Foundation Review* publishes reviews of relevant books. Please contact the editor to discuss submitting a review. Reviewers must be free of conflicts of interest.

Please contact Teri Behrens, Editor of *The Foundation Review*, with questions at behrenst@foundationreview.org or 734-646-2874.