Getting The Movement to 
#WORKWOKE

TOGETHER, WE STRIVE TO ENGAGE IN “PRINCIPLED STRUGGLE.” (NTANYA LEE)

LEARNING AND GROWING ARE THE RESULTS OF STRUGGLE.

STRUGGLE CAUSES CHANGE AND LIBERATION.

WE ARE THE ONES WHO WILL SHOW IT IS POSSIBLE TO END YOUTH HOMELESSNESS.

A WAY HOME AMERICA
Expanding philanthropy’s impact and influence to advance the movement to prevent and end homelessness

www.funderstogether.org  facebook.com/funderstogether  @funderstogether
Members

Community Foundations
Corporate Giving Programs
Family Foundations
Private Foundations
United Ways

Areas of Work

In-Person Networking Opportunities
Online Programming & Resources
Connect with Peers & National Partners
Funder Networks
Communities of Practice
Addressing Racial Inequity
Advocacy and Policy Efforts
Issue-based Learnings
Technical Assistance
Collaborating For Success

- Advocacy and Policy with National Partners
- Youth Network
- Foundations for Employment and Housing
- Foundations for Racial Equity
- Local, Regional, and State Funder Networks
@AmandaAndere, Disrupter. What is your real title?
How Do We #WORKWOKE

• Giving Up Power
• Centering (not othering) Racial Equity
• Investing in Justice not just Funding
• Partnering to make Power Moves
No more equality, time for:

Putting Racism on the Table
Definition of Racial Equity

Racial equity means “closing the gaps” so that race does not predict one’s success, while also improving outcomes for all. Equity is distinct from equality in that it aspires to achieve fair outcomes and considers history and implicit bias, rather than simply providing “equal opportunity” for everyone. Racial equity is not just the absence of overt racial discrimination; it is also the presence of deliberate policies and practices that provide everyone with the support they need to improve the quality of their lives.

Maguire 2016
Definition of Racial Justice

Racial justice is a proactive reinforcement of policies, practices, attitudes and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all.
Giving Up Power

“How do we invert the power balance, not just replicate it?”
Centering Racial Equity
How will you #WORKWOKE?
Race Equity and Inclusion Action Guide

embracing equity

7 STEPS TO ADVANCE AND EMBED RACE EQUITY AND INCLUSION WITHIN YOUR ORGANIZATION

THE ANNE E. CASEY FOUNDATION
7 Steps to Advance and Embed Race Equity

**STEP 1:** ESTABLISH AN UNDERSTANDING OF RACE EQUITY & INCLUSION PRINCIPLES

**STEP 2:** ENGAGE AFFECTED POPULATIONS & STAKEHOLDERS

**STEP 3:** GATHER & ANALYZE DISAGGREGATED DATA

**STEP 4:** CONDUCT SYSTEMS ANALYSIS OF ROOT CAUSES OF INEQUITIES

**STEP 5:** IDENTIFY STRATEGIES AND TARGET RESOURCES TO ADDRESS ROOT CAUSES OF INEQUITIES

**STEP 6:** CONDUCT RACE EQUITY IMPACT ASSESSMENT FOR ALL POLICIES & DECISION MAKING

**STEP 7:** CONTINUOUSLY EVALUATE EFFECTIVENESS & ADAPT STRATEGIES
Investing in Justice not Just Funding

WAKANDA FOREVER!
Equality
The assumption is that everyone benefits from the same supports. This is equal treatment.

Equity
Everyone gets the supports they need (this is the concept of “affirmative action”), thus producing equity.

Justice
All 3 can see the game without supports or accommodations because the cause(s) of the inequity was addressed. The systemic barrier has been removed.

fb.com/wokefolks
Partnering to Make Power Moves

There is no such thing as a single-issue struggle because we do not live single-issue lives.

Audre Lorde
It’s Ok to Preach to the Choir: We Need to Be Stronger