



VOICES FOR JUSTICE

in the Movement to End Homelessness

As part of our [Commitment to Racial Equity](#) and in light of the racial justice awakening in this country, Funders Together is sharing statements, articles, and other resources that highlight the voices of Black leaders in the fields of philanthropy, homelessness, and intersecting systems. While it's important for white leaders to speak up, we can further our commitments to racial equity by listening to, learning from, and incorporating the recommendations of Black leadership into not only our grantmaking but also into the structures of our organizations.



As funders working to end homelessness, [we've seen overwhelming data](#) that make clear the vast racial inequities in homelessness and housing. Further, when we trace the roots of these inequities, we unearth many racialized policies and systems that were created to reinforce racial discrimination. While it is necessary for funders to focus on systems and policy change, it is also vital for us to ensure that our foundations are working toward equity and inclusion in deep, meaningful, and authentic ways, both internally and in our communities. Funders Together board member and Executive Director of [The Nord Family Foundation](#), Tony Richardson highlighted in his blog for [The Center for Effective Philanthropy](#), how foundations can be more actively addressing racial bias and working toward racial equity.

In [Foundations, Act on What You Control to Confront Racism](#), Tony reminds funders the importance of "...thinking globally while daring to act within the realm of things we can

control.” While it is essential to consider the impacts of systemic racism in a broad way, both in regard to which systems and geographies we investigate, we only have so much within our sphere of control that we can take action on. And how can we create broader change if our own foundations and communities do not reflect the transformation we hope to see globally?

Tony shares five considerations for foundations: adopting zero-tolerance policies for racism, acting swiftly and boldly when staff of color are mistreated, hiring people from the communities we serve and paying them an equitable wage, recruiting board members from the communities we serve, and prioritizing grantmaking for organizations with diverse staff and board composition.

While we may have heard often over the past few months (and years) that we should not ask staff of color to be the sole staff working to educate others on diversity, equity, and inclusion, as well as the history of race and racism, Tony provides the important and clear reasoning for this: **“Not only does this single people of color out as “the other,” it also: 1) puts more work on our plates which, in some cases, is outside the scope of our professional training and expertise; 2) reinforces stereotypes; and 3) perpetuates the falsehood that racism can only be addressed by people of color.”** Each of us must work toward racial justice and within our sphere of control are the resources to learn, and more importantly, to act in ways that advance equity and transformation.

[Read the full statement by Tony Richardson here.](#)

Funders Together to End Homelessness

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