

THE NYC FUND FOR GIRLS & YOUNG WOMEN OF COLOR

2015-2017
REPORT

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The NYC Fund for Girls and Young Women of Color is a collaborative effort that brings together a growing group of diverse philanthropic funders to promote the progress of young women of color whose ambitions, voice, capacities and identities have long been dismissed or derailed. The first of its kind in the United States, The Fund envisions a city that offers every opportunity for all girls and young women of color, inclusive of two-spirit, transgender and gender non-conforming (TGNC) youth of color, to succeed economically and socially. It offers meaningful and holistic support to organizations and programs led by and for young women and TGNC youth of color.

A TRANSFORMATIVE COLLABORATION & PARTNERSHIP

The genesis of the NYC Fund for Girls & Young Women of Color rests in the partnership between the NoVo Foundation and The New York Women's Foundation to raise the bar around gender and racial equity. The NoVo Foundation's work to transform a world of domination and exploitation to one of collaboration and partnership through their national and global expertise combined with The New York Women's Foundation's history of nourishing successive generations of racially and ethnically diverse leaders at the helm of some of the most impactful social change efforts in New York City became the anchoring force behind the creation of The Fund.

This partnership has inspired a growing set of stakeholders including philanthropic institutions, community activists, governmental partners, and others. It has accelerated an urgent city-wide conversation about the structural inequities facing the city's young people and leverages new resources, expertise and wisdom across the five boroughs to ensure that young women and TGNC youth of color have every opportunity to thrive and take their rightful place as key actors in our families, our communities and our city at large. Together, The Fund works to accomplish more than any one of us can do alone.



Grantee Partner: Girls for Gender Equity
Photo credit: Emmanuel André



Photo credit: New York City Council's Young Women's Initiative (YWI)

YOUNG WOMEN'S INITIATIVE

The Young Women's Initiative (YWI) was launched by City Council Speaker Melissa Mark-Viverito in 2015 parallel to and in conjunction with The Fund as a concerted effort to introduce young women, particularly young women and TGNC youth of color, to participatory governance. The NYC Fund played a significant role in supporting young people's participation in YWI through the Young Women's Advisory Council (YWAC). YWAC was comprised of young women and TGNC youth from some of the most marginalized communities whose lived experiences were valued as expertise. It created safe space for critical thinking and problem solving alongside government agency staff.

Start-up grants from The Fund to Girls for Gender Equity provided stipends and metro cards for YWAC members along with staff support to coordinate YWAC activities. As a result, YWAC participants played an instrumental role in YWI's five working groups: health; economic and workforce development; community support and opportunity; education; and anti-violence and criminal justice. They helped draft YWI recommendations that have led to policy changes such as data disaggregation for racial and ethnic groups, and for sexuality and gender separately; new supportive housing for runaway and homeless youth; and reduction in criminal justice involvement with low-level offenses that particularly capture TGNC youth. The new governmental funding resulted in new areas of support for young women of color. For example, Gender Equity Liaisons have been hired in key city agencies including Department of Education and Department of Youth & Community Development; improved access to transgender health services and health care for TGNC youth within juvenile detention facilities; expanded restorative justice programs in schools; and leadership development opportunities for young people.

These interrelated efforts have achieved some outstanding successes in channeling new philanthropic and public resources towards advancing the leadership and wellbeing of young women and TGNC youth of color. This work enables young women and TGNC youth to better advance their own futures and shape the overall public narrative regarding who they are and what they can achieve.

NEW FUNDING COMMITMENTS TO YOUNG WOMEN & TGNC YOUTH OF COLOR

The City Council Speaker pledged \$10M of new investments in support of identified strategies in the five working group areas, and in turn, The Fund also pledged a parallel \$10M toward leadership strategies, primarily directed at organizations led by women or young women of color for young women of color. In its first two years of work, The Fund raised \$10M in single and multi-year commitments from 19 foundations in the NY area, matching a parallel commitment from the City Council Speaker for a total of \$20M in new funding commitments for young women and TGNC youth of color in NYC.

In 2015, a small set of grants laid the groundwork for The Fund and in 2016, the first year of pooled grantmaking, The NYC Fund for Girls & Young Women of Color made grants to 28 organizations totaling \$2,110,000. In 2017, The NYC Fund's grants to 41 organizations totaling \$2,785,000, represents an increase of 32% over the previous year. The grantmaking total for the first three years is \$5,395,000.

WHY GIRLS & YOUNG WOMEN OF COLOR?

The lived realities of girls, young women, and TGNC youth of color in the most under-invested communities parallel those of their male-identified peers and too often leave them without basic tools to achieve their full personal and economic potential. According to the 2010 census, New York City is home to approximately 800,000 girls and young women, ages 9-24. Nearly 75% in that group are girls of color (Black, Asian, Latina, Arab, and Native American). Nearly 40% are immigrants or the daughters of immigrants. And a significant segment lives in absolute or near poverty, without yet accounting for undocumented residents. Subject to multiple systems of public scrutiny that punish rather than support, these girls often face cumulative disadvantages, inheriting multiple and compounded generations of harm. The New York Women's Foundation's Blueprint for Investing in Girls and Young Women, reports that more than 40% of NYC's low-income Black and Latina girls are not provided with the support they need to finish high school and Black girls are 10 times more likely to be suspended than their white peers in the city's public schools.

¹ See Citizens Committee for Children New York: <http://data.cccnewyork.org/data/map/98/child-population#10/16/1/16/14/a>

² See: *ibid*: <http://data.cccnewyork.org/data/map/98/child-population#11/17/2/18/14/a>

³ Kemple, James J.; *The Condition of New York City High Schools: Examining Trends and Looking Towards the Future*; Research Alliance for New York City Schools; NYU Steinhardt; March, 2013; http://steinhardt.nyu.edu/research_alliance/publications/condition_of_nyc_hs; and Shih, Howard and Peiyi Xu; *The State of Asian American Children*; Asian American Federation; NYC, 2014.

⁴ Columbia University, Center for Internationality and Social Policy Studies and African American Policy Forum, *Black Girls Matter: Pushed Out, Overpoliced and Underprotected*, NYC, 2015.

Among the most vulnerable are young transgender women and gender non-conforming youth of color. Epic advancement in marriage equality has also come with the highest murder rate of transgender, non-binary, and gender non-conforming people in recorded history along with recent backlash such as bathroom legislation eliminating anti-discrimination protection for LGBTQ individuals. The National Coalition of Anti-Violence Programs' 2014 report on hate violence documents multi-year trends of anti-LGBTQ hate violence disproportionately impacting transgender women for whom the average life expectancy is under 35.

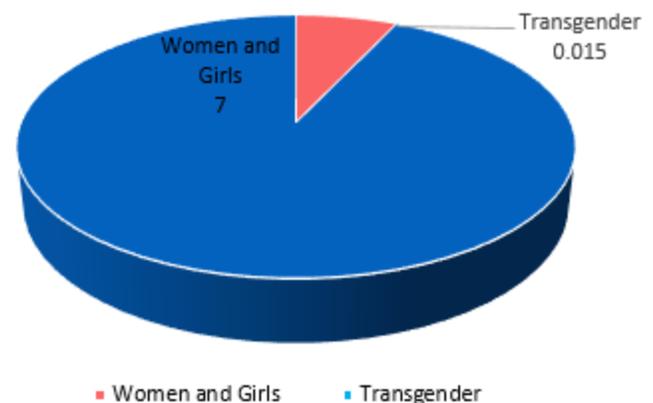
The focus of The Fund is on girls and young women of color (ages 12- 24, particularly from low- and moderate income families) including those who identify as African American, Afro-Caribbean, Afro-Latina, Latina, Asian American/Pacific Islanders (AAPI), Arab, Middle-Eastern, Muslim, South Asian (AMEMSA), Native American, multi-racial, immigrants from developing countries; as well as female-identified transgender, intersex, queer and gender non-conforming youth). The Fund is mindful of including young women and TGNC youth in communities throughout the city, supporting them to cross the threshold from individual surviving to collective thriving and community transformation.

WHY A FUND FOR GIRLS & YOUNG WOMEN OF COLOR?

Despite philanthropy's efforts over time, poverty, racial and gender discrimination are familiar patterns where girls and young women of color face the brunt of their consequences.

Only 7 percent of U.S. foundation giving is targeted to women and girls (Foundation Center, Women's Funding Network, 2014), a microscopic 0.015 percent of foundation funding goes to transgender issues (Fundors for LGBTQ Issues, 2013), and when it comes to girls, cisgender* young women, transgender and gender non-binary youth of color, they are virtually invisible to the philanthropic eye.

To significantly increase investments for a bigger and stronger field of organizations led by and for young women and TGNC youth, this required engaging new donors across the philanthropic spectrum. Creating The Fund invited new opportunities for re-defining philanthropy and its relationship to young people of color. While this is considered a "new" Initiative, it is one that has its roots in the unspoken historic truths and long struggles of women of color, building upon the achievements that have come before and making this work possible now.



Percentage of foundation giving targeted to women and girls, and transgender issues.

HOW THE FUND WORKS

The New York City Fund for Girls and Young Women of Color is the nation's first multi-foundation effort to highlight and support the needs of that vital population. It is positioned not just to support front-line organizations that protect and defend young women of color and their communities, it is also helping to lay the groundwork for advancing racial and gender equity as one dynamic interconnected force on the ground and within philanthropy.

It is housed and managed by The New York Women's Foundation and employs many of the strategies that The Foundation has utilized over the past three decades, namely:

- An assessment process carried out by the Participatory Review Committee (PRC), a group of trained volunteers comprised primarily of young women of color.
- Early investment into programs led and informed by the constituents that those programs are designed to support.
- Promoting advocacy efforts carried out by and relevant to the constituents of those programs and their communities.
- Wrap-around supports to grantee partners including opportunities for collaboration and new partnerships within the cohort and access to new sources of funding and technical assistance. All the participating funders have equal weight in terms of weighing in on projects, regardless of how much money they invest. And PRC members are involved in core aspects of the Fund's functioning—from reading the applications for funding, to leading site visits and working with Fund members toward final decisions about grants.

APPROACH & GUIDING PRINCIPLES

The Fund is a shared learning community, engaging in a set of practices that bring young people into our processes and decision making. Constituency focused, The Fund spans a range of issue areas that impact young women of color, and in so doing, provides a more holistic approach that leaves no one behind. It prioritizes advocacy and organizing strategies toward structural change while also addressing immediate needs and expanding leadership opportunities. The Fund operates with the following guiding principles:

- **Partnership:** As a new pooled fund, we strive to engage multi-sector (community, government, philanthropy and corporate) partners at various levels. The Fund uses an asset-based approach to expand and enrich the pie and unify allies through collaboration and learning. Focused on girls and young women of color across race and ethnicity, The Fund is also an ally to boys and young men of color work.

- **Systemic change:** The Fund supports advocacy, community organizing, and policy change strategies necessary to advance the systems with which girls and young women interact, as well as the culture in which they live, while addressing immediate harms and historical trauma.
- **Accountability:** The Fund both partners with and holds government accountable to address the needs of the most marginalized girls and young women of color, while also supporting them as leaders and community assets.
- **Perspective:** Issues of gender, race and class are critical to any strategy for change with intentional inclusion across race and ethnicity, sexual orientation, non-binary gender identities, and differently-abled (physical, cognitive, emotional ranges).
- **Youth Leadership:** The Fund supports youth leadership and centralizes the voices of young women of color as active and compensated advisors. It prioritizes organizations led by and for young women of color across race/ethnicity, gender/sexuality, and physical/cognitive abilities in the most economically challenged communities.

PARTICIPATORY GRANTMAKING

To reflect the deeply held values of The Fund, the grantmaking process uses a participatory grantmaking approach involving young women of color who review proposals to conduct site visits and make recommendations to Fund members. The Fund is committed to including young women and TGNC youth of color in its work for greater transparency, accountability, as well as to provide leadership development opportunities. The involvement of cis and transgender women and girls throughout the grantmaking process is a way to create a critical space where young people are seen as experts while also learning about philanthropy and sharing their assessments about organizations and issues that impact their lives and their communities.

Participants vary in their professional and life experiences, but have at least one thing in common – they are not professional grantmakers. The composition of the PRC has also evolved over time, incorporating younger women and TGNC youth across a spectrum of diverse communities and life experiences. It has grown from 30 to 57 members as of the last grantmaking cycle in 2017.

FUND LEADERSHIP & MEMBERSHIP STRUCTURE

In the spirit of collaboration and partnership, The Fund utilizes a “big tent” approach, inviting a broad spectrum of participants, with plenty of room at various levels of engagement and at different points in time. It is an asset-based approach to unify funder participants in shared grantmaking and learning while expanding and enriching the philanthropic slice of the pie focused on the needs of young women and TGNC youth of color.

At a time when philanthropy struggles to fully reflect the diversity of the country, The Fund includes participants at various levels of institutional decision making across a spectrum of racial and gender identities. This diversity is an important element to building a community of grantmakers in support of transformative shifts in the landscape, centering constituents as important and successful agents of change. The philanthropic organizations comprising the Fund have grown significantly in number from two to nineteen in the three short years since the Fund’s founding. The following represents the year in which each foundation joined the pooled grantmaking fund:

2015

The New York Women’s Foundation
NoVo Foundation

2016

Andrus Family Fund
Brooklyn Community Foundation
Cricket Island Foundation
Ford Foundation
Foundation for a Just Society
Jessie Smith Noyes Foundation
Ms. Foundation for Women
New York Community Trust
North Star Fund
Pinkerton Foundation
Scherman Foundation
Schott Foundation
Surdna Foundation
Third Wave Fund

2017

New York Foundation
Stonewall Foundation
William T. Grant Foundation

Both Fund members and members of the PRC remark that participation in this effort has been beneficial to their personal and institutional grantmaking and decision-making approaches. And many aver that the effort as a whole has the potential to lead to real changes in the way girls and young women of color are viewed and supported.

“The Fund has the potential to change how foundations do their work,” observes Kaberi Murthy, Vice President of Programs at the Brooklyn Community Foundation (BCF). “I think some of the Fund participants may have become more comfortable supporting new organizations or untested approaches. Some became willing to see outside volunteers as useful additions to the grants assessment process. And the effort as a whole really clarified the need to center girls and young women of color. BCF has always operated along those lines, but I’ve had a few colleagues outside the Fund tell me: ‘We want to begin doing that, too!’”

“The NYC Fund for Young Women and Girls offers us the chance to support collaborative grant-making focused on young women and girls of color in New York City,” adds Brook Kelly-Green, Program Officer at the Ford Foundation. “We have long been supporters of women’s rights work, but through this mechanism we have a chance to focus specifically on the young women of color who work across a spectrum of issues such as reproductive justice, immigrant rights and criminal justice. It has been invaluable for Ford to have the chance to do this in our own backyard of New York City with such a diversity of funders around the table.”

“When I decided to be the ‘point person’ for our group’s first site visit, I was both excited and a little scared,” states Shabieko Ivy, one of the youngest members of the 2016 PRC. “But my team leader assured me that I could do it. And that I should do it. And as time progressed, I realized that I really had authentic ideas about what other young women need—and what works for them. And that I was serving as a role model for other young women decision-makers. So I learned to trust my own abilities. And I learned to step up—so others can step up after me.”



Grantee Partner: Welfare Rights Initiative
Photo credit: Emmanuel André

FUND GRANTEE PARTNERS & GRANTS

The Fund's grantmaking rounds have addressed a full range of the issues facing New York City's population of low-income girls, young women and TGNC youth of color—from matters of health to matters of educational and economic development to matters of community activism and leadership; to matters of sexual and community violence to issues related to immigration, criminal justice or anti-LGBTQ+ bias; to issues related to teen parenting. These individual grants create an "ecosystem" of organizations and programs that build on the unique strengths and leadership qualities of young women and TGNC youth of color.

Year by year, those grants have included some of the most impactful organizations working deeply with young women and TGNC youth within communities of color.

2015 GRANTS

As the concept of The Fund was just emerging, a small set of grants were made to lay the groundwork. They included some key organizations working deeply with young women of color through community listening sessions, attending to critical issues of suicide among young Latinas, and exploring arts based responses to raising the visibility of young women of color.

Grants totaling \$500,000 were provided to:

African American Policy Forum
Brotherhood Sister Sol
Communitlife
Girls for Gender Equity
Lilly Awards Foundation
Visual Arts Research & Resource Center
Welfare Rights Initiative

2016 GRANTS

This grantmaking cycle for the NYC Fund came at an unprecedented moment in our nation's history where open backlash against immigrants, people of color and sexual violence against women took center stage in national discourse about the direction of the country and the world. The national election revealed a starkly divided nation reflecting significant differences around issues of race, gender, and global isolationism. As the gap between rich and poor in NYC continued as a cavernous divide, the NYC Fund for Girls & Young Women of Color set a beginning course to change life outcomes and weave a new narrative with young women and TGNC youth of color at the center of a change making agenda. In this grantmaking year, The Fund sought to shine a spotlight on the leadership of young women and TGNC youth of color on their own terms. Some groups grappled with immediate harms that have roots in historical trauma while working toward transformational change and others were working to develop road maps for long term systemic shifts.

The grants represented a snapshot of the non-profit landscape in NYC for girls and young women of color. Both art and science, the Fund followed a broad set of priorities, while also building in flexibility for added value to the overall cohort. Not a “one size fits all strategy,” The Fund invested in a mixture of sure bets and risk taking with much room for grantees and funders alike to learn. Taken as a whole, the grants provided a strong foundation for transformational change. It addressed key areas identified by young women of color through the YWI process, building leadership pipelines, and championing systemic change through a variety of community organizing and advocacy approaches.

Grants ranging from \$50,000 to \$250,000, totaling \$2,110,000 to:

Arab American Association of New York

Arab American Family Support Center

FIERCE

National Asian Pacific American Women’s Forum

South Asian Youth Action

Sylvia Rivera Law Project

Girls for Gender Equity

Ancient Song Doula Services

Atlas: DIY

Black Alliance for Just Immigration

Black Women’s Blueprint

CAAAV: Organizing Asian Communities

Casita Maria Center for Arts & Education

Community Connections for Youth, Inc.

CONNECT, Inc.

DRUM - Desis Rising Up & Moving

Hetrick-Martin Institute

Make the Road New York

New York City Anti-Violence Project

Resilience Advocacy Project

Sadie Nash Leadership Project

S.O.U.L. Sisters Leadership Collective

The Alex House Project, Inc

The Audre Lorde Project, Inc.

The Brotherhood/Sister Sol

Turning Point for Women and Families

Welfare Rights Initiative

YWCA/The Young Women’s Christian Association Of The City Of New York



Grantee Partner: The Audre Lorde Project

Photo Credit: Emmanuel André

2017 GRANTS

In 2017, the federal administration unleashed a policy agenda that systematically undermined decades of advancement in racial, gender, and economic justice. With unchecked public displays of white male supremacy parallel Muslim bans, repeal of DACA, and barring transgender people from the military, there has been little shelter from the storm.

Yet, times of repression also seed new ground for social progress. A decade ago, Tarana Burke, currently the Senior Director of Programs at grantee partner Girls for Gender Equity, launched “Me Too” to break through the isolation experienced by women of color sexual assault survivors. It was a seed that took root in building community among women of color, and more recently exploded into public consciousness and activism, leading to a new milestone and baseline around sexual harassment and sexual assault in this country. The Restaurant Opportunities Centers United, co-founded by a young woman of color after 9/11, has worked tirelessly to overturn centuries-old wage inequities for tipped workers, primarily young women of color, receiving some of the lowest wages in the country in an industry most cited for sexual harassment.

In this context, The Fund recognized its role in supporting organizations led by women of color, many with less access to institutional funding made renewal grants to 2016 grantees totaling \$2,155,000, including for the first time, two-year grants to 12 of those organizations whose primary constituency consisted of young women or TGNC youth of color as well as organizations that experienced recent executive director transitions. In addition, The Fund made grants to 14 new organizations totaling \$610,000 with awards ranging from \$30,000 to \$60,000. This docket supported organizations that actively work to shift popular culture and the public narrative by building the visible leadership of NYC’s young women, transgender and gender non-conforming (TGNC) youth of color in their own voice and on their own terms through social media, arts activism, and other advocacy and organizing strategies. It prioritized smaller emerging organizations led by women of color for young women and TGNC youth of color, primarily in under-represented areas of the Bronx, Staten Island. Many of these organizations were less familiar to Fund members.

Altogether, these grants totaled \$2,765,000 to:

Renewal grantee organizations (see list above) and to the following new groups:

American Indian Community House of New York	The New York City Urban Debate League
BlackFem, Inc.	The WomanHOOD Project
Girl Vow, Inc.	Theatre of the Oppressed
Global Action Project	Truthworker Theatre Company
La Colmena	viBe Theater
New York State Youth Leadership Council	
Restaurant Opportunities Center United (ROC)	
The BLK Projek	
The Center for Anti-Violence Education	

2017 RAPID RESPONSE

In response to the backlash against immigrants and TGNC youth of color, The Fund provided support totaling \$20,000 to:

- The Stomp Out the Muslim Ban project—a public education and advocacy project created by Arab, Middle Eastern, Muslim, and South Asian (AMEMSA) girls and young women participating in the Arab American Family Support Services' "Audacious Young Women of Action (AYWA!) initiative". The project responds to the growth in anti-Muslim actions in general and to the federal travel ban targeting individuals from several Muslim-majority countries in particular by engaging young women from those countries in practicing traditional dabkeh (Arabic step dancing) in public spaces. Dancing in public is considered taboo for girls and women in some AMEMSA communities and this project offers those young women the chance to dance in public as an act of resistance to intolerance both within and targeting their cultures.
- Expanded youth immigration clinic activities by Atlas DIY in response to the recent cancellation of the DACA program. The project has been orienting a new class of youth paralegals to provide outreach and screening for at-risk young people—helping them to make safety plans and connecting them to appropriate educational, mental health, and other social services. In all its work, Atlas remains acutely aware of how immigration issues are made more complex by issues of gender identity, sexual identity, race, and ability; as well as domestic violence and human trafficking.
- A new Know Your Rights project by Make The Road NY that reached more than 3,000 immigrants (including many mothers preparing for possible separation from children). The group published a bilingual deportation defense manual that can be used across the US, educated dozens of policymakers, and worked to shift the public discourse on immigrant rights with weekly mobilizations. A few transgender Latina members took the lead in these efforts, sharing their stories about surviving abuse in immigration detention centers and making progress in holding accountable the corporations that finance these detention centers.



Photo credit: Getty Images, as cited in Teen Vogue's article, "Arab-American Family Support Center to Present "Stomp Out the Muslim Ban"" dated 14 October 2017.

EXAMPLES OF IMPACT/RESULTS

Supporting a broad range of organizations in these first grantmaking years, The Fund is honing in the impact of its grantmaking while also building its capacity building component for added value. Here are a few examples of early results:

- A range of Policy & Systems Change Initiatives in areas of YWI priorities such as:
 - The Black Alliance for Just Immigration (BAJI)'s Safety Beyond Policing Campaign, which successfully shifted the narrative around "Broken Windows Policing" in NYC (focused on low level crimes toward high level crime prevention). They also strongly advocated for continued protections for Haitian Temporary Protected Status (TPS) recipients through means including hosting a TPS Community Town Hall in Brooklyn.
 - CAAAV's activities to protect the Two Bridges Waterfront area from further luxury residential development capable of displacing low-income families.
 - Fierce!'s Safe Space Saves Lives Campaign to counter the displacement and criminalization of LGBTQ youth of color and homeless youth at the Christopher Street Pier and in Manhattan's West Village; and combat unlawful, abusive and discriminatory policing practices across the city.
 - An arts-focused project – Funny Girls – through which two grantee partners— South Asian Youth Action (SAYA) and Casita Maria Center for Arts and Education are strengthening the leadership skills of elementary and middle school girls through improvisation activities. The Fund connected SAYA and Casita Maria to The Harnisch Foundation, who first launched and funds the Funny Girls project. The Harnisch Foundation has since joined the Fund as a member and partner.



Photo credit: Brittany Buongiorno

- A range of Capacity Building efforts stressing the promotion of collaboration among grantee partners:
- A June 2017 convening of grantee partners to discuss ways for adopting collective and innovative approaches to shared challenges.
- A team effort by The Alex House Project (AHP) and the Welfare Rights Initiative (WRI) to advance access to higher education among young single mothers.
- A Digital Literacy and Security Training project through which the Arab American Association of NY is receiving free capacity building series on digital security from Research Action Design (RAD).
- A series of workshops -- Fun with Financials; Grassroots Fundraising Training; and Management Center Training—benefiting a group of the smallest grantee partner organizations.
- A range of leadership training and networking opportunities for the leaders of four grantee partners (The Brotherhood Sister Sol; Sadie Nash Leadership Project; SAYA; Casita Maria) through the "Lead the Way" Fellows program at the Center for Research and Policy in the Public Interest.

NATIONAL YWI

The launch of the Young Women's Initiative and the NYC Fund for Girls of Young Women of Color has inspired seven other women's funds across the country to launch their own Young Women's Initiatives working with local governmental, philanthropic, and non-profit sectors. This has resulted in the creation of the National Philanthropic Collaborative and many have also tapped into the expertise of grantee partner Girls for Gender Equity to ensure that the voices of young women of color are at the center of the work.

SUMMARY & CONCLUSION

While the NYC Fund for Girls and Young Women is a relatively “new” initiative, its work has already reached some important milestones. These include:

- A beginning shift in the role of young women and TGNC youth of color within the decision-making activities of the local NYC government and philanthropy.
- The creation of a robust network of organizations striving separately and collectively to advance the leadership of young women and TGNC youth of color.
- The creation of a network of philanthropic institutions reinforcing one another’s efforts to advance the wellbeing, progress and leadership of this vital population.

Broad-based change takes time, but some key pieces have been put in place. The Fund’s ongoing work represents an important step towards achieving the more robustly-inclusive democracy that our nation needs and deserves.



Grantee Partner: The Brotherhood/Sister Sol
Photo credit: Emmanuel André

