



DONORS OF COLOR

POWER FUND AND RACIAL EQUITY FUND

OVERVIEW

We are experiencing a historical moment where there is an unprecedented call to uplift and support the leadership and genius in communities of color. The Donors of Color Network seeks to seize on this moment of opportunity to build a future in which all of our communities lead and thrive. The Power Fund (a 501c4 vehicle for advocacy) and Racial Equity Fund (a charitable 501c3) are new funding vehicles to support organizations and leaders of color who are building the future. These funds will center transformative racial justice work in three areas of priority for the Donors of Color Network:

- 1. Climate Equity**
- 2. Culture as Strategy**
- 3. Politics and Democracy**

We want to practice radical generosity and trust in resourcing the work of movement leaders to accomplish big, visionary change.

COLLECTIVE IMPACT

The Power Fund and Racial Equity Fund (REF) are designed to allow individual donors and institutions to accomplish together what none of us can do alone. The goal of these Funds is to make well researched grants deeply guided by movement expertise at significant scale. Donors gain knowing that recommended projects are endorsed by their fellow members through the Donors of Color working group process, fit a strategy that builds systemic racial equity, and are vetted by content experts and movement leaders. Participation in these Funds is open to Donors of Color members, our institutional partners, and members of our partner donor networks.

The Donors of Color Working Groups play a central role in developing the strategy in their content area and recommending groups that fit that strategy. Each Working Group and the Board of Directors will select one delegate to the Power Fund/Racial Equity Fund Advisory Council which is comprised of both Donors of Color Members and movement leaders with content expertise in our strategic areas.

Role of the Donors of Color Network Working Groups

Each strategy working group shapes the process in 4 important ways:

- **Developing the criteria** by which proposals in their content area are assessed
- **Nominating one member** to the Advisory Council of the Racial Equity and Racial Equity Action Fund
- **Deciding on the fundraising goal** for their issue area working group
- **Vetting and recommending proposals** for automatic consideration by the Advisory Council

FUNDING CRITERIA

Members of the Donors of Color Network worked under the advisement of movement leaders and content experts throughout 2019 to establish the guidelines for pooled funding capable of catalyzing systemic change that centers and uplifts leaders and communities of color.

These criteria have been articulated by the Donors of Color Network as central to our values and strategies we will support. As we learn more through the working group process and as new opportunities reveal themselves, these criteria will refine and evolve.

<p>MISSION:</p> <p>Build systemic racial equity to be more reflective and accountable to communities of color</p>	
<p style="text-align: center;"><u>PERSPECTIVE WE BRING:</u></p> <ul style="list-style-type: none"> ● Race Lens: We bring our powerful and unique perspective as a group of donors of color to take on meaningful issues to communities of color. ● Asset Based: We look at people, particularly people of color, as assets and recognize the power they hold within. ● Bold & Courageous: We push against and redefine conventional thinking about what is possible. ● Joy and Love: We believe love is a competitive advantage. ● Highest Common Ground: We build a cross-race and gender lens into all of the work we do. 	<p style="text-align: center;"><u>APPROACH WE TAKE:</u></p> <ul style="list-style-type: none"> ● Systems Approach: We focus on root causes of issues and tackle challenges through systemic solutions. ● Build Power: We are intentional about building the power required to create systemic change. ● Based on Research: We are rigorous in our research and thinking, and are guided by the great work and set of organizations already in this space. ● Experimental: We nimbly test out different ideas and strategies, while remaining grounded in firm due diligence. We have a tolerance (and appetite!) for calculated risk taking. ● Bias Toward Meaningful Action: We know movement begets movement, and use our connections, knowledge, and assets to move swiftly toward action.

NEXT STEPS

The Power Fund and Racial Equity Fund will be officially launched at the Donors of Color Network Fall Summit in October 2019. The Donors of Color Network (c3) and Donors of Color Action Fund (c4) will set funding goals in collaboration with the working groups.

The Donors of Color working groups will designate their member and movement leader delegates to the Power Fund/Racial Equity Fund Advisory Council which will meet to make decisions about how to scale this fund and its impact in the world towards building transformative racial justice.