

REACH Fund

Frequently Asked Questions (FAQ)

How do you define racial equity?

We define **racial equity** as the condition that would be achieved if one's racial identity no longer predicated, in a statistical sense, how one fares. We define **inclusion** as authentically bringing traditionally excluded individuals and/or groups into processes, activities and decision/policy making in a way that shares power. To be truly inclusive, those groups and the power-shared happens at the beginning from inception of a process, activity and decision/policy making all the way through implementation and evaluation.

Why did the REACH Fund decide to fund practitioners to support nonprofits instead of funding nonprofits directly?

It is important to acknowledge that there is a lot more to do around racial equity beyond what the REACH Fund can do. Because of our limited resources and because of the capacity building/ leadership development interest of the funders to this fund, we are focusing strategically on where the need is greatest and where we would have the most impact. With this in mind, our grantmaking strategy is focused on racial equity practitioners, the individuals and institutions that are working closely with the groups on the ground level to advance their racial equity work internally and externally.

While there has been an increase in the number of practitioners in recent years, we are focused on support for the individuals and organizations that have been doing this work over the long haul. We want to both learn from the wisdom of those who have been doing this practice longer and also recognize and honor the long-term commitment to this work, much of which has gone unrecognized.

Through this strategy we believe nonprofits will directly benefit by:

- knowing where to go for support and have a better understanding of how to do the work;
- learning from bright spots related to racial equity work in the nonprofit sector and at every stage;
- funders increased investment in supporting racial equity work and nonprofit capacity building in this area.

Practitioners will benefit by:

- Having resources to deepen their practice and share promising practices across of cohort of practitioners committed to transformative racial equity work;
- Increased visibility to nonprofits clients.

Does the REACH Fund make multi-year grants?

REACH currently has resources to make grants for one year, our goal is to move to multi-year grants in subsequent grant cycles. Borealis will be working with the current REACH Fund donors to bring new donors into the collaborative fund and increase contributions from current donors to increase the resources and sustain our commitment to supporting racial equity in the nonprofit sector.

What is the intent of providing a combined general operating support and program grant?

Our intention with REACH Fund grants is grantee practitioners use a portion of their grant to support operations and the deepening of their racial equity practice as they see fit and a portion of the grant to underwrite racial equity support from the practitioner to one to three nonprofit organizations of their choosing. These organizations can be new or existing clients who are seeking support from the practitioner around racial equity.

Who is the community of practice for?

Learning and sharing knowledge is an important focus of the REACH Fund. The REACH community of practice will be for grantees and the nonprofits they support under the grant. Occasionally donors to the REACH Fund will be invited to participate as appropriate. We will engage the REACH grantees in the design and implementation of the community of practice to ensure this component of the Fund is valuable to them.