



Racial  
Equity to  
Accelerate  
Change Fund



## Our Vision for Racial Equity

Borealis Philanthropy's **Racial Equity Initiatives** are rooted in a vision of racial equity where life outcomes for individuals and communities of color are not predicted by race. By centering race, we know institutional changes in policies and practices, big and small, will help close the gaps for the groups facing the greatest disparities and simultaneously benefit all people and communities.

## Why Now

**We believe the nation's contemporary challenges offer a window of opportunity for us to collectively do better.** The violence, injustice, and disenfranchisement people of color have experienced within the last few years has sharpened our focus on the sustained, systemic racism that continues to impact the lives and liberties of people of color. **The more visible challenges we face now are an outgrowth of historical inequities and injustices, and only by addressing their root causes will we change course.**

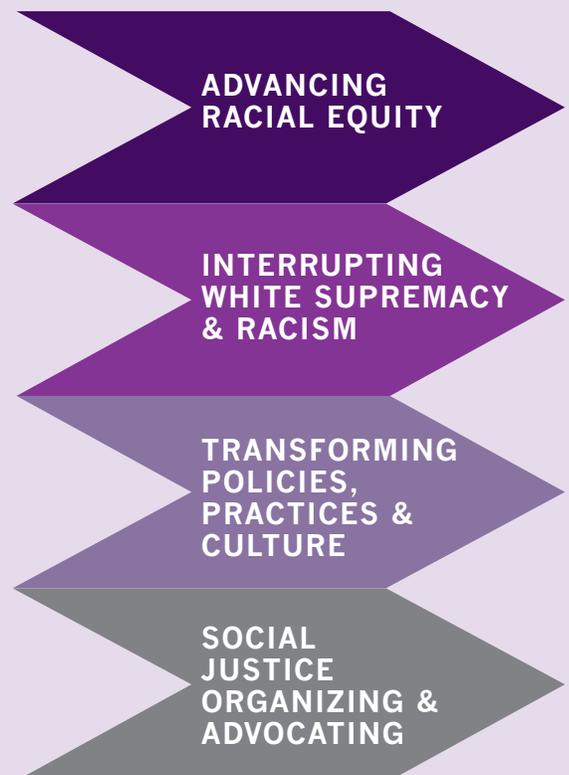
## Why Focus on Racial Equity Practitioners and Nonprofits?

The **Racial Equity to Accelerate Change (REACH) Fund** is a donor collaborative fund housed at Borealis Philanthropy which focuses on investing in racial equity practitioners advancing racial equity organizational development in the nonprofit sector.

As the nonprofit sector aims to improve conditions for individuals, families, and communities, the pursuit of racial equity is central and critical for substantive progress towards their mission and vision.

As a field, racial equity practitioners are skilled in organizational assessment of nonprofits and the development and implementation of strategies, interventions and supports to interrupt racism and white supremacy. Racial equity practitioners provide expertise that is crucial to organizational and cultural shifts wherein all staff are supported.

We believe that when racial equity is fully integrated into the policies and practices of nonprofits and philanthropy, more resources will be invested in communities of color and their power-building efforts. Community-driven organizing and advocacy on social justice issues—which are supported by many of Borealis Philanthropy's donor collaborative funds—will be well-resourced, and grassroots movements will be able to grow their impact and more effectively carry out strategies on the ground to close the gaps for those facing disparities.



## About the REACH Fund

The **Racial Equity to Accelerate Change (REACH) Fund** invests in racial equity practitioners to support nonprofit organizations with learning and strategy to integrate racial equity into their institutional policies, practices, culture, services, and programs.

The REACH Fund **directly resources practitioners** to provide **racial equity consultative services to nonprofit organizations**. The Fund prioritizes investment in practitioners who have a body of work around racial equity by resourcing their time and expertise to develop and scale tools and strategies for the benefit of the nonprofit sector. Additionally, grantees may use a portion of REACH grant funds to support nonprofits of their choosing in supplementing their organizational development processes.

The Fund also supports cross-sharing, learning, and innovation among practitioners. Doing so lifts up promising practices, strategies, frameworks, learning edges, and tools that facilitate nonprofits' capacity to have greater impact on addressing racial inequities, internally in their organizations and externally in program and service delivery.

## Racial Equity to Accelerate Change Fund



SINCE 2019

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GRANTS

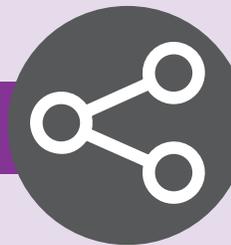
65+  
NONPROFIT  
BENEFICIARIES



ORGANIZATIONAL  
DEVELOPMENT



PROCESS  
SUPPORT



CREATE SHARING  
OPPORTUNITIES

## Grantmaking Focus

The REACH Fund will subsidize racial equity practitioners working with nonprofits offering technical assistance on applying a racial equity lens towards dismantling institutional racism, building race-conscious organizations and leadership, and designing internal and external strategy, policy, and cultural change.

### Ultimately, the Fund will:

- **help meet the nonprofit sector's increased demand** and need for organizational development in areas of racial equity and justice;
- **provide funding to support** the being and doing of racial equity within the nonprofit sector; and
- **create opportunities for sharing key learnings**, including the accelerators and barriers for progress towards racial equity within philanthropy, nonprofits and practitioners broadly.

## Governance

The REACH fund uses a participatory grantmaking process. Decisions on grantmaking for REACH are made through an advisory body that includes individual racial equity practitioners, individuals from nonprofits who have experience going through a racial equity organizational transformation.

If you are interested in learning more, please contact  
Borealis Philanthropy's Racial Equity Initiatives Team at [REI@borealisphilanthropy.org](mailto:REI@borealisphilanthropy.org).