



Racial
Equity in
Philanthropy
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 have 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 and Philanthropy?

The **Racial Equity in Philanthropy (REP) Fund** is a donor collaborative fund housed at Borealis Philanthropy which focuses on advancing racial equity within the philanthropic sector.

As a sector that aims to improve the health and well-being of individuals, families, and communities, the pursuit of racial equity is central and critical for substantive progress towards philanthropy fulfilling their mission and vision.

When racial equity is fully integrated into the policies and practices of philanthropic institutions, 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 REP Fund

— FROM 2018 TO 2021 —



The **Racial Equity in Philanthropy (REP) Fund** invests in philanthropy serving organizations to inform, educate, and equip funders to integrate racial equity policies and practices into their grantmaking and programs. The Fund's vision is to normalize grantmaking strategies that prioritize structural change and contribute to ending racial disparities.

The REP Fund's first step on the journey of building the enduring capacity of philanthropy to advance racial equity is to focus on investing in **philanthropy-serving organizations (PSO)**. PSOs offer the philanthropic sector a range of racial equity offerings including: research and coordination, learning opportunities, and best practices and have the reach and influence to help shift policies and practices to ensure that racial equity is embedded in the cultural norms of the field.

The REP Fund provides general operating grants, project support, and capacity building grants to philanthropic-serving organizations. In addition to grantmaking, the REP Fund offers leadership enhancement, peer learning opportunities, and thought partnership support to grantees.

Understanding the importance of collective learning and coordination, and with the intent to reach all types of philanthropic bodies, the REP Fund's grantees fall in various parts of the racial equity spectrum, from beginning stages to advanced stages. The REP Fund's grantmaking priorities center race while also looking at how other aspects of identity, such as gender, sexual orientation, immigration status, class, and ability, further shape unique experiences of racism. Over time, the Fund's work will lead to **grantmakers investing more resources in communities of color who are directly impacted by racial disparities**.

The REP fund helps funders invest in and explore racial equity grantmaking by providing a community of practice in which they can learn by doing.

The REP Fund is supporting the development of an infrastructure for racial equity work within the philanthropic sector.

We strengthen peer-to-peer relationships and provide learning opportunities.

Our approach to relationship building is to invest in strategic conversations, resource sharing, peer learning, joint projects, and connecting practitioners and funders.

The REP Fund aggregates data from grantees to illuminate larger trends/patterns in the sector.

This bird's eye view of what work is happening and what audiences its reaching enables us to make even more fruitful connections and investments between peers.

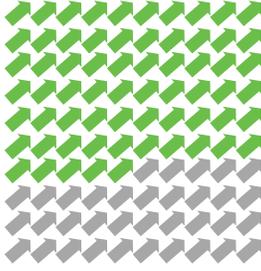
The REP fund helps funders understand what their role is in social change, as peer leaders and learning partners.

We engage funders by providing information on racial equity within the sector, providing a space for exploration, learning and exchange, and encouraging more equitable funding practices.

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

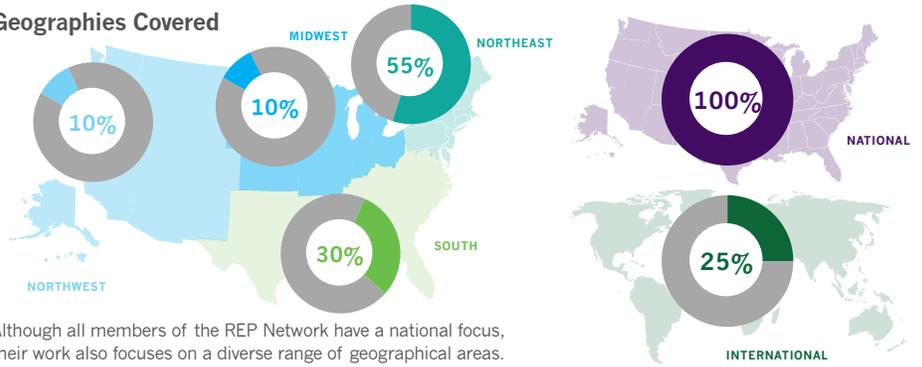
Leadership

65%
OF REP
GRANTEES
ARE BIPOC
LED



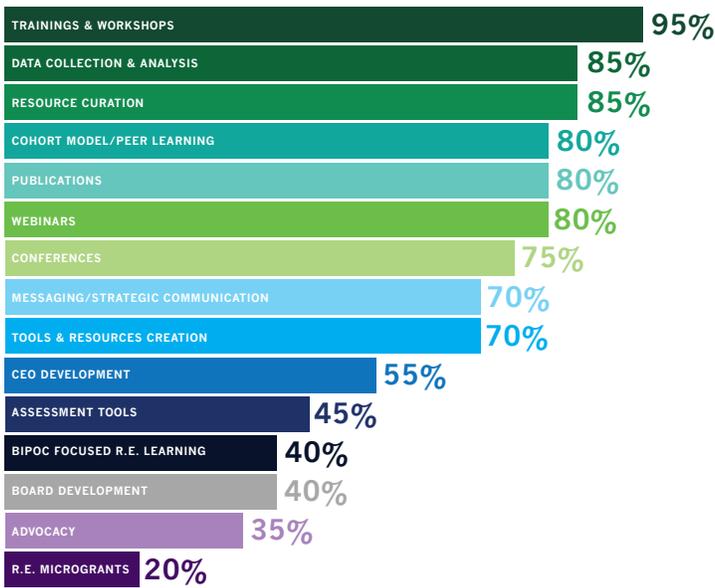
The REP Fund is committed to investing in Black, Indigenous, and people of color (BIPOC) leadership.

Geographies Covered



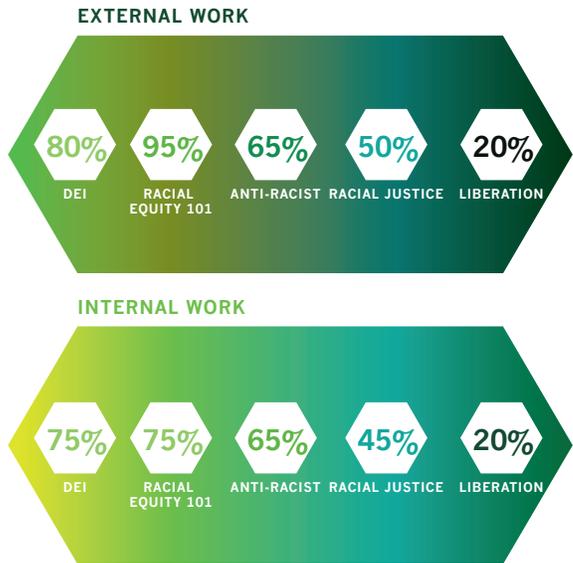
Although all members of the REP Network have a national focus, their work also focuses on a diverse range of geographical areas.

Racial Equity Work — Areas of Concentration



REP Network members offer research and coordination, learning opportunities, and best practices to the philanthropic sector, and have the reach and influence to change policies and practices to ensure that racial equity is embedded in the cultural norms of the field.

External & Internal Racial Equity Work



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Sphere of Influence

The work of the REP Network reaches an expansive part of the philanthropic ecosystem.

