

RACE-EXPLICIT INTERSECTIONAL EQUITY LENS

Field Building for Feedback and Listening

- Support infrastructure
- Share research
- Engage in storytelling and communications
- Align with related fields

Supporting Foundation Listening

- Influence philanthropy support organizations and networks
- Develop guides and toolkits
- Provide technical assistance and support
- Create and foster exemplars

A robust, sustainable field

More active champions and supporters

High-quality resources and examples to support change

More leaders and staff in nonprofits and foundations **listen, respond, and shift power** to those most impacted by structural racism and systemic, intersectional inequities

Listening, responding, and shifting power **becomes the expected standard** for funders and nonprofits

Nonprofits and funders respond and act, shifting strategy and programs

People, nonprofits, and funders are meaningfully connected

Nonprofits and funders share and shift power with those at the heart of their work

Philanthropy and nonprofits work in **greater solidarity** with and meet the authentic needs of people most impacted by structural racism and systemic, intersectional inequities

Communities and people most impacted but least consulted by philanthropy and nonprofits are better off in ways they define for themselves