

Annie E. Casey Foundation
California Community Foundation
San Francisco Foundation
The California Endowment
W.K. Kellogg Foundation
Winthrop Rockefeller Foundation
Woods Fund of Chicago



Race and Equity in Philanthropy Group *Transforming Practices and Policies*

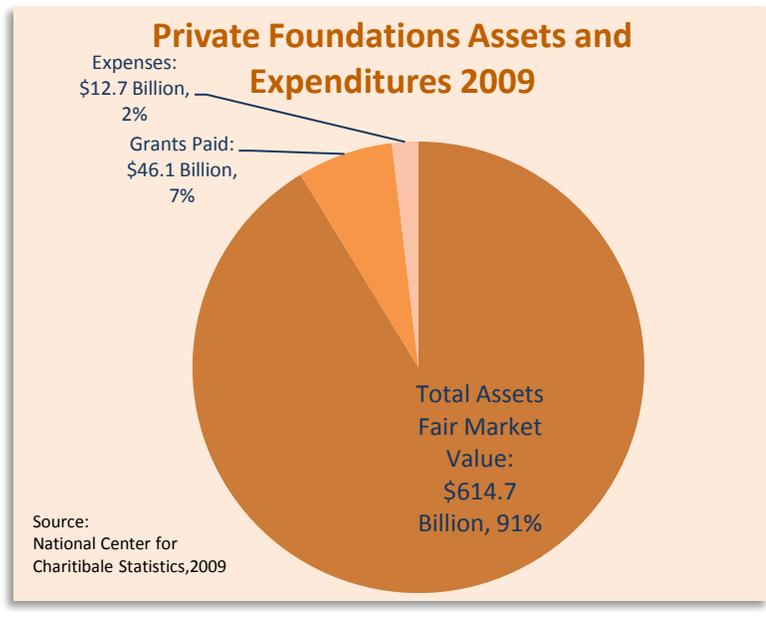
Reports Available at www.repgfoundations.org

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About REPG

Created in 2006, by the Annie E. Casey Foundation and Marga Incorporated, the Race and Equity in Philanthropy Group (REPG) is a peer learning and mutually reinforcing network identifying and informing foundation policies and procedures on matters of race and equity. Although grant making is the largest component of foundation spending in any given year, operating and administrative aspects along with investments are the most significant foundation resources. REPG continues to inform how philanthropic institutions strategically target race and equity in these aspects, including human resources, investment management, governance, vending, data collection, strategic planning, communications, and a wide range of practices.

In addition to enhancing member foundations' approaches, systems, and practices, REPG encourages field-wide dialogue and enhanced practice. Marga Incorporated facilitates the Group.



Local Learning Exchanges

Recently, the REPG engaged local foundation representatives in learning exchanges across the country. Three such events, hosted by REPG members, took place in San Francisco (at the San Francisco Foundation), Chicago (at the Woods Fund of Chicago), and Little Rock (at the Winthrop Rockefeller Foundation). During these exchanges, REPG members met with foundation representatives and other relevant partners to discuss the local landscape of race and equity, foundation policies and practices, and potential strategies within their context. In Chicago, the role of board members in shaping institutional priorities was particularly resonant. Overall, participants in Chicago appreciated the growth of national and local efforts to address systemic and operational aspects of race and equity in foundations. In Little Rock, local representatives encouraged tools to engage individual philanthropists as appropriate to advancing conversations about race and equity in their region. In San Francisco, the role of the local political landscape was discussed as a tool to advance foundation-wide efforts.



Thematic Events: Communications

In the fall of 2011, the REPG met with communications consultants experienced in messaging and race in Oakland, California at The California Endowment. This dialogue was organized due to the significance of communications in foundations' ability to discuss and address race. Many in philanthropy struggle to lead with race in their communications, for example. This was one among many issues discussed in the communications dialogue. Meeting participants recommended at least one field-wide goal in communications about race and equity that can be pursued. This approach would include actionable and measurable outcomes. Foundations can play a uniquely critical role in catalyzing such an effort. Participants included Forward Ever Media, Fenton Communications, the Maynard Institute, JWS Media Consulting, Voices for America's Children, and National Hispanic Media Coalition.



The REPG's meetings surface numerous experiences and ideas in the many dimensions of a foundation's policies, practices, systems, and operations. A comprehensive view of race and equity touches all aspects of an organization from the role of Board members to the demographics of investment officers to the dynamics of performance reviews and promotions, and on. At times, the REPG highlights an issue animated by member experiences for further exploration with a wider group in the field. The W.K. Kellogg Foundation's presentation on its communications strategies was instrumental in bringing additional attention to this topic. Periodically, the REPG will hold future thematic meetings on relevant topics to encourage new thinking and practice.

Future Plans

The REPG is planning other local learning exchanges. These events have showcased national and local trends and practices, strengthened peer support and stimulated opportunities for future collaboration. Increasingly, our exchanges are attached to other local activities that showcase the host foundation's grantees. The Woods Fund of Chicago will host our next local event in June. In addition, comprehensive profiles of REPG member foundations' practices and policies will be posted on our website, www.repgfoundations.org. This will be a one-stop location capturing approaches by REPG members including links to member sites and documents.

Connecting with REPG

The REPG is a resource for the field as well as its members. Please communicate with us about future local learning exchanges, topics in need of further attention, effective policies and practices employed by members and others, membership, and any range of other resources.

repg@margainc.com
www.repgfoundations.org
 (212) 979-9770
 @raceandequity

