



## RESOURCE LISTING

*\*\* Please note that this is not a comprehensive listing\*\**

### **PHILANTHROPY & DIVERSITY/ RACIAL JUSTICE WEBSITES:**

#### **Asian American/Pacific Islanders in Philanthropy (AAPIP).** [www.aapip.org](http://www.aapip.org)

*Asian Americans/Pacific Islanders in Philanthropy (AAPIP) is a national membership and philanthropic advocacy organization dedicated to bridging philanthropy and Asian Pacific American (APA) communities. AAPIP engages APA communities and philanthropy to address unmet needs; serves as a resource for and about APA communities; supports and facilitates giving by and to APA communities; and incubates new ideas and approaches for social justice philanthropy.*

#### **Association of Black Foundation Executives (ABFE).** [www.abfe.org](http://www.abfe.org)

*The mission of ABFE is to promote effective and responsive philanthropy in Black communities. ABFE strives to increase philanthropy within and toward Black communities as a vehicle for social change.*

#### **Diversity in Philanthropy.** [www.diversityinphilanthropy.org](http://www.diversityinphilanthropy.org)

*The Diversity in Philanthropy Project is a voluntary initiative of over thirty leading foundation trustees, senior staff, and philanthropy network executives committed to increasing diversity through open dialogue and strategic action.*

#### **Funders for Lesbian and Gay Issues Racial Equity Campaign.**

[www.lgbtfunders.org/programs/equity.cfm](http://www.lgbtfunders.org/programs/equity.cfm)

*The Racial Equity Campaign is a multi-year initiative to create healthy grantmaking institutions that embody fairness and inclusiveness and support the leadership of LGBTQ people of color and their organizations.*

#### **Grantmakers Concerned with Immigrants and Refugees (GCIR).** [www.gcir.org](http://www.gcir.org)

*GCIR seeks to move the philanthropic field to advance the contributions and address the needs of the world's growing and increasingly diverse immigrant and refugee populations. GCIR has become an invaluable resource to many foundations, whether they have immigrant-specific funding initiatives or wish to incorporate the immigrant and refugee dimension into their core grantmaking programs.*

#### **Hispanics in Philanthropy (HIP).** [www.hiponline.org](http://www.hiponline.org)

*Founded in 1983 to promote stronger partnerships between organized philanthropy and Latino communities, HIP has developed into a transnational network of grantmakers committed to strengthening Latino communities across the Americas.*

#### **Just Philanthropy.** [www.justphilanthropy.org](http://www.justphilanthropy.org)

*Just Philanthropy's goal is to help others learn how to use their philanthropic time, talent, and treasure smarter to focus on social justice and racial equity and to produce better results for all.*

### ***Building Resources to End Racism***

**1720 N Street, N.W. ▲ Washington, DC 20036**  
**Phone: (202) 375-7770 ▲ Fax: (202) 375-7771**  
**[www.racialequity.org](http://www.racialequity.org)**

Lori Villarosa, Executive Director

**Native Americans in Philanthropy.** [www.nativephilanthropy.org](http://www.nativephilanthropy.org)

*Native Americans in Philanthropy seeks to engage Native and non-Native peoples in understanding and advancing the role of philanthropy through practices that support Native traditional values for current and future generations.*

**Philanthropic Initiative for Racial Equity (PRE).** [www.racialequity.org](http://www.racialequity.org)

*The Philanthropic Initiative for Racial Equity (PRE) is a multiyear project intended to increase the amount and effectiveness of resources aimed at combating institutional and structural racism in communities through capacity building, education, and convening of grantmakers and grantseekers.*

**PHILANTHROPY & DIVERSITY/RACIAL JUSTICE RESOURCES:**

**•Articles and Reports:**

Amador, D., Choa, J., Parshall, J., Shah, M., & Yanez, A. (2008) *Philanthropy in a Changing Society: Achieving Effectiveness through Diversity.*

Available: [http://rockpa.org/pdfs/Philanthropy\\_in\\_a\\_Changing\\_Society\\_summ.pdf](http://rockpa.org/pdfs/Philanthropy_in_a_Changing_Society_summ.pdf)

This report provides a comprehensive examination of the major approaches to diversity in foundations over the past 25 years, including data analysis and a detailed review of programs.

Aspen Institute Roundtable on Community Change (Karen Fulbright-Anderson, Keith Lawrence, Stacey Sutton, Gretchen Susi, and Anne Kubisch, authors). 2005. "Structural Racism and Youth Development: Issues, Challenges, and Implications." Washington, D.C.: The Aspen Institute.

Available:

<http://staging.aspeninstitute.org/sites/default/files/content/docs/roundtable%20on%20community%20change/rccSR-2-final4.pdf>

Austin, A., Bryan, B., McGill, L. (2008) *Embracing Diversity; Foundation Giving Benefiting California Communities of Color.* [Electronic Version]

<http://foundationcenter.org/gainknowledge/research/specialtrends>

Cardona, C. (ed.) (2002). *The Meaning and Impact of Board and Staff Diversity in the Philanthropic Field: Findings from a National Study.* MN: University of Minnesota.

This Joint Affinity Groups (JAG) study offers practical recommendations for foundations looking to address the growing diversity of the communities they serve.

Carson, E. (2006). *The Black and Brown Divide: What Is It, What's Causing It and What Can Philanthropy Do about It?* Available: [http://www.gcir.org/system/files/2006-](http://www.gcir.org/system/files/2006-05_perspectives.pdf)

[05\\_perspectives.pdf](http://www.gcir.org/system/files/2006-05_perspectives.pdf)

This essay offers some thoughts on what may underlie the apparent animosity between the Latino and African American communities and what philanthropy and the nonprofit sector might do about it.

Effective Communities Project. (February 2005). *Community Philanthropy and Racial Equity: What Progress Looks Like*. Minneapolis, MN: Effective Communities Project.

This report, based on visits to nine organizations, examines how community philanthropy can deepen social justice work, especially in the American South

Foster, J., Scheie, D., & Williams, T. (2001) *Improving Race Relations and Undoing Racism: Roles and Strategies for Community Foundations*. Minneapolis, MN: Rainbow Research. Available: <http://rainbowresearch.org/publications/008.html> - description of report  
<http://rainbowresearch.org/publications/orderform.pdf> - to order report

This report presents findings from two-year learning projects which engaged more than 110 community foundation representatives, to document and strengthen the foundations' efforts to improve race relations and undo racism in their communities.

Foundation for the Mid South. (2005) *Where Hope and History Rhyme: Reflections and findings from the Mid South Commission to Build Philanthropy*. Mississippi: Foundation for the Mid South. Available: <http://www.fndmidsouth.org/Documents/CommissionReportFinalPDF.pdf>

With funding from the Ford Foundation, the Mid South Commission to Build Philanthropy was established in January 2003, consisting of thirty-two philanthropic, nonprofit, and corporate leaders from the region to explore new ways to build philanthropy in the Mid South. The Commission has developed a set of recommendations and strategies to make philanthropy more effective in dealing with racial and social equity for all citizens in the region.

Foundation News & Commentary. *Making the Case for Diversity in Philanthropy*.  
<http://www.foundationnews.org/CME//article.cfm?ID=3054>

Funders for Lesbian and Gay Issues. (2008). *The Questions Hold the Answers*. Available: <http://www.lgbtfunders.org/programs/RE.brochure.email.pdf>

Gallo, M.M., & Khan, S. (2005). *Out for Change: Racial and Economic Justice Issues in Lesbian, Gay, Bisexual and Transgender Communities*. New York, NY: Funders for Lesbian and Gay Issues. Available: <http://www.lgbtfunders.org/files/LGBT-REJ.pdf>

This report highlights a number of issues facing LGBT communities, as well as existing organizing efforts among LGBT groups that effectively address racial and economic justice matters. There is a pressing need for greater financial resources to support these important community organizing efforts.

Philanthropic Initiative for Racial Equity (2008) *Critical Issues Forum Volume 1; Measuring What We Value*. Available: <http://www.racialequity.org/criticalissues.html>

Pittz, W., & Sen, R. (Spring 2004). *Short-Changed: Foundations Giving and Communities of Color*. Oakland, CA: Applied Research Center. Available: <http://www.arc.org/content/view/271/52/>

This report is a study of the levels and ways that foundations have been providing support for racial justice work and efforts in communities of color, particularly noting that such giving has been proportionately decreasing in recent years.

powell, j. a. (October 15, 2004). *The Longest Level: Philanthropy Through a Structural Lens*. Presented to the Calvert Group. Available:  
<http://www.kirwaninstitute.org/publicationspresentations/presentations/2004.php>

This PowerPoint presented to the Calvert Group breaks down the relationship between the historical dynamics of race and racism that continue to be played out in society and offers a framework through which philanthropy can generate positive social change through a structural analysis in grantmaking.

Romero, S. (2006). *The Honest Truth: Lessons Learned from the Stories of People of Color in Philanthropy*. Minneapolis, MN: National Network of Grantmakers.

This report from the National Network of Grantmakers provides common threads gathered from the stories that people of color shared about their experiences as contributors in the field of philanthropy.

Scanlan, J. (June 1999). *Cultures of Caring: Philanthropy in Diverse American Communities*. Washington, DC: Council on Foundations.

This report examines potential ways to expand the use of institutional philanthropy in African-American, Asian-American, Latino and Native American communities.

Shiao, J. L. (2005). *Identifying Talent, Institutionalizing Diversity: Race and Philanthropy in Post-Civil Rights America*. Durham: Duke University Press.

*Identifying Talent, Institutionalizing Diversity* reveals philanthropic diversity policy as a lens through which to focus on U.S. race relations and the role of the private sector in racial politics.

Williams, T. & Wittstock, L. (1998). *Changing Communities, Changing Foundations: The Story of Diversity Efforts of Twenty Community Foundations*. Minneapolis, MN: Rainbow Research. Available:  
<http://rainbowresearch.org/publications/004.html> - description  
<http://rainbowresearch.org/publications/orderform.pdf> - to order

This report by Rainbow Research highlights promising practices among community foundations in responding internally and externally to meet the needs of communities of color.

• **Tools:**

Annie E. Casey Foundation. (2006) *Race Matters Toolkit*. Baltimore, MD: Annie E. Casey Foundation. Available:  
<http://www.aecf.org/KnowledgeCenter/PublicationsSeries/RaceMatters.aspx>

This toolkit is designed to help decision-makers, advocates, and elected officials get better results in their work by providing equitable opportunities for all. The approach described in the toolkit deals specifically with policies and practices that contribute to inequitable outcomes for children, families, and communities. The toolkit presents a specific point of view on addressing unequal opportunities by race and simple, results-oriented steps to help you achieve your goals.

Community Science (formerly the Association for the Study and Development of Community). (September 2000). *Community Foundations Building Bridges and Capacity to Strengthen Immigrant Race Relations*. Gaithersburg, MD: Community Science. Available: <http://www.communityscience.com/pubs/CFIR092000.PDF>

The purpose of this document is two-fold: (1) to share the knowledge that the national funders, participating community foundations, and consultants have developed during the first year of the Community Foundations/Intergroup Relations program; and (2) to provide a tool for funders to use when they consider and evaluate grant projects that are intended to strengthen intergroup relations between recent immigrants and long-time residents.

California Tomorrow. (n.d.) *Leading by Example: Diversity, Inclusion and Equity in Community Foundations*. Oakland, CA: California Tomorrow. [http://californiatomorrow.org/lbe\\_toolkit/downloads/2\\_foundationwide\\_cycle/3\\_SystemicEquityCommunities.pdf](http://californiatomorrow.org/lbe_toolkit/downloads/2_foundationwide_cycle/3_SystemicEquityCommunities.pdf)

*Leading by Example* is a toolkit for community foundations concerned about diversity, inclusion, and racial equity. The project, funded by the C. S. Mott Foundation, was a joint venture with the Coalition of Community Foundations for Youth, the Community Foundation for Greater New Haven, the East Bay Community Foundation, the Greater Milwaukee Foundation, and the Winston-Salem Foundation.

Community Foundations of Canada. (2006) *Building Bridges: A Tool for Engaging Diverse Communities*. Ontario, CA: Community Foundations of Canada. Available: <http://www.cfc-fcc.ca/publications/community-leadership.html>

This tool is intended to follow “Diversity Scanning Tool for Community Foundations” and can be used by any group within the foundation – the board, staff, and/or committees who decide to be intentional about embracing community diversity. It is divided into five steps and offers resources on diversity and inclusion.

Community Foundations of Canada. (2006) *Diversity Scanning Tool for Community Foundations*. Ontario, CA: Community Foundations of Canada. Available: <http://www.cfc-fcc.ca/publications/community-leadership.html>

The Diversity Scanning Tool provides your foundation with user-friendly templates for identifying the diversity in your community and determining how your foundation reflects that reality. The templates will help your foundation source and gather the information you need and then help you compare the results of your scan. The tool also includes a checklist to determine next steps and your foundation's readiness to move forward.

Expanding Non-Profit Inclusiveness Initiative. (2003). *Inside Inclusiveness: Race, Ethnicity and Non-Profit Organizations*. Denver, CO.: The Denver Foundation. Available: [http://www.denverfoundation.org/images/Inside\\_Inclusiveness\\_Exec\\_Summ.pdf](http://www.denverfoundation.org/images/Inside_Inclusiveness_Exec_Summ.pdf)

This report summarizes extensive research undertaken by The Denver Foundation's Expanding Nonprofit Inclusiveness Initiative presenting numerous case studies on inclusiveness practices of Metro Denver nonprofit organizations. The findings include data on the best practices and barriers to building inclusiveness. *Inclusiveness at Work: How to Build Inclusive Nonprofit Organizations* is a supplementary 18-module workbook that helps nonprofits develop their own blueprint for building inclusiveness.

Donors Forum of Chicago, Minnesota Council on Foundations, New York Regional Association of Grantmakers, and Northern California Grantmakers. (2001). *Building on a Better Foundation: Toolkit for Creating an Inclusive Grantmaking Organization*. Available: <http://mcf.org/mcf/resource/diversitytoolkit.htm>

This report presents a framework for incorporating inclusiveness and diversity into the structure and operations of grantmaking organizations.

Effective Communities Project. (2006) *Moving Philanthropy Closer To Racial Equity And Social Justice: Working Drafts Of Tools For Making Further Progress*. Available: <http://www.justphilanthropy.org/resources/ToolsIntro.pdf>

This product of the Effective Communities Project is the result of a second year of work sponsored by the Ford Foundation. It presents three Working Drafts of tools intended to be useful to funders, intermediaries, and nonprofits wanting to explore becoming more effective in the arenas of racial equity and social justice.

GrantCraft/Philanthropic Initiative for Racial Equity. (2007) *Guide to Grantmaking with a Racial Equity Lens*. Available: [www.racialequity.org](http://www.racialequity.org) or [www.grantcraft.org](http://www.grantcraft.org).

GrantCraft, in partnership with PRE, has developed a publication to help grantmakers deepen their understanding and actions regarding race, ethnicity, and racial equity. This guide is intended for funders who are concerned about more effectively addressing racial diversity and justice within their grantmaking, and to some extent, in their institutions.

Applied Research Center/Philanthropic Initiative for Racial Equity- *Racial Justice Grantmaking Assessment Tool*. Piloted with the Barr and Community Health Foundations, April 2009. Available: [http://racialequity.org/docs/Racial\\_justice\\_assessment\\_download.pdf](http://racialequity.org/docs/Racial_justice_assessment_download.pdf)  
Contact [villarosa@racialequity.org](mailto:villarosa@racialequity.org) for additional information about pilot opportunities

This tool is designed to both sharpen funders' understanding of what it means to make grants that impact racial justice in different issue areas. It will also help them to either establish an initial baseline, or to quantitatively and qualitatively measure how effective they have been. It is intended for funders who have already made a commitment to racial justice but are trying to determine how effectively they are meeting this commitment through their grantmaking in various issue areas.

Grantmakers for Children, Youth & Families. *Building Constituencies in Diverse Communities: Learning Toolkit*. Available: [www.gcyf.org](http://www.gcyf.org)

This learning kit is a companion piece to the GCYF Summer 2006 *Insight: Building Constituencies in Diverse Communities, Lessons from a Learning Journey* (BCDC). In this companion learning kit, GCYF has packaged together materials that provide an introduction to the subject; a power point presentation (a short and long version) developed for use with your foundation colleagues, board members, and other funders; and a set of discussion questions, evaluation forms, and a list of resources.

### **CULTURAL COMPETENCY RESOURCES:**

Alliance for Nonprofit Management. *Cultural Competency Resource Pages* [Electronic Version]. Washington, DC: Alliance for Nonprofit Management. Available: [http://www.allianceonline.org/about/cc\\_resources.page](http://www.allianceonline.org/about/cc_resources.page)

*\*\*This website serves as a clearinghouse of cultural competency resources relevant to nonprofit leadership and management, capacity building for nonprofit effectiveness, and the work of transforming the sector to generate large-scale change.\*\**

Resource Generation. [http://www.resourcegeneration.org/Resources/undoing\\_oppression.html](http://www.resourcegeneration.org/Resources/undoing_oppression.html)  
*Resource Generation works with young people with financial wealth who are supporting and challenging each other to effect progressive social change through the creative, responsible, and strategic use of financial and other resources. The website lists anti-oppression training organizations.*

### **RACIAL JUSTICE RESOURCES:**

#### **• Tools**

Applied Research Center. (n.d.) *Developing an Equity Impact Statement: A Tool for Local Policymaking*. Oakland, CA: Applied Research Center. Available: [http://discovery.wcgmf.org/resources/sps\\_resource\\_728.pdf](http://discovery.wcgmf.org/resources/sps_resource_728.pdf)

Aspen Institute Roundtable on Community Change. (n.d.) *Tools for Dismantling Structural Racism*. Washington, DC: The Aspen Institute Roundtable on Community Change. Available: <http://www.aspeninstitute.org/policy-work/community-change/structural-racism-policy-research/tools-dismantling-structural-racism>

Cutting, H., & Themba-Nixon, M. (eds.) (2003). *Talking the Walk: A Communications Guide for Racial Justice*. San Francisco, CA: We Interrupt This Message.

*Evaluation Tools for Racial Equity Homepage*. (2005). Evaluation Tools for Racial Equity. Center for Assessment and Policy Development  
<http://www.evaluationtoolsforracialequity.org/>

Institute for Democratic Renewal & Project Change Anti-Racism Initiative. (n.d.). *A Community Builder's Toolkit: 15 Tools for Creating Healthy, Productive Interracial/Multicultural Communities*. Claremont, CA: Institute for Democratic Renewal. Available: <http://www.race-democracy.org/toolkit.pdf>

Potapchuk, M. (2001). *Steps Toward an Inclusive Community: The Story of Clarksburg, West Virginia: A Tool for Assessing Your Community's Inclusiveness*. Washington, D.C.: Joint Center for Political and Economic Studies. Available:  
[http://www.jointcenter.org/publications\\_recent\\_publications/race\\_relations/steps\\_toward\\_an\\_inclusive\\_community](http://www.jointcenter.org/publications_recent_publications/race_relations/steps_toward_an_inclusive_community)

Racial Equity Tools. [www.racialequitytools.org](http://www.racialequitytools.org)  
*Racial Equity Tools is a web site designed to support people and groups who are working for inclusion, racial equity and social justice. The site includes ideas, strategies and tips, as well as a clearinghouse of resources and links from many sources.*

Schoene, L. & DuPraw, M. (1994). *Facing Racial and Cultural Conflict: Tools for Rebuilding Community*. (2nd Ed.). Washington, D.C.: Program for Community Problem Solving. Available:  
[http://www.ncl.org/publications/descriptions/facing\\_racial\\_cultural.html](http://www.ncl.org/publications/descriptions/facing_racial_cultural.html)

Shapiro, I. (2002). *Training for Racial Equity and Inclusion: A Guide to Selected Programs*. Washington, D.C.: The Aspen Institute. Available:  
<http://www.race-democracy.org/training.pdf>

- **Reports**

Applied Research Center. *Facing the Consequences: An Examination of Racial Discrimination in US Public Schools*. Oakland, CA: Applied Research Center. Available:  
<http://www.arc.org/content/view/212/52/>

Bowman, M., & Rogers, D. (2005). *Sharing the Lessons Learned: Reflections on Six Years of Anti-Racism Work*. Retrieved August 9, 2005 from  
<http://www.westernstatescenter.org/resource/DRLessonsLearned.pdf>

Center for Living Democracy. (1997). *Interracial Dialogue Groups Across America: A Directory*. Hadley, MA: Center For Living Democracy. Available:  
[http://clinton4.nara.gov/Initiatives/OneAmerica/Practices/pp\\_19980728.3830.html](http://clinton4.nara.gov/Initiatives/OneAmerica/Practices/pp_19980728.3830.html)

Chang, H. N. L., Femenella, T.S., Louie, N., Murdock, B. & Pell, E. (July 2001). *Walking the Walk: Principles for Building Community Capacity for Equity and Diversity*. Oakland, CA: California Tomorrow. Available: [http://www.californiatomorrow.org/publications/cts.pl?pub\\_id=19](http://www.californiatomorrow.org/publications/cts.pl?pub_id=19)

Community Science (formerly Association for the Study and Development of Community). (February 2001). *Initiative to Strengthen Neighborhood Inter-group Assets*. Gaithersburg, MD: Community Science. Available:  
<http://www.communityscience.com/pubs/IR022001.pdf>

Community Science (formerly Association for the Study and Development of Community). (June 1999). *Principles for Intergroup Projects: A First Look*. Gaithersburg, MD: Community Science. Available:  
<http://www.communityscience.com/pubs/CFIR061999.PDF>

Community Science (formerly Association for the Study and Development of Community Change). (2002). *The Valuing Diversity Project: Final Report*. Washington, D.C.: American Psychological Association. Available:  
<http://www.communityscience.com/pubs/VDP102003.pdf>

Delgado, G. (September 1992). *Anti-racist work: An Examination and Assessment of Organizational Activity*. Oakland, CA: Applied Research Center.

Delgado, G. (2003). *Multiracial Formations: New Instruments for Social Change*. Oakland, CA: Applied Research Center. Available:  
<http://www.arc.org/content/view/270/52/>

The Dismantling Racism Project. (2001). Assessing Organizational Racism [Electronic Version]. *Western States Center Views (21)* 14-15. Available:  
<http://speedy.wscpdx.org/publications/views/views21/dismantling-racism.pdf>

Fullbright-Anderson, K., Kubisch, A., Lawrence, K., Susi, G., & Sutton, S. (2004). *Structural Racism and Community Building*. Washington, D.C.: The Aspen Institute. Available:  
[http://www.aspeninstitute.org/sites/default/files/content/docs/pubs/aspen\\_structural\\_racism2.pdf](http://www.aspeninstitute.org/sites/default/files/content/docs/pubs/aspen_structural_racism2.pdf)

Johnson, D. & Themba-Nixon, M. (n.d.) *A Grassroots Advocates Guide to Influencing the Local Government Budget Process Influencing Policy-Making Where You Live: At the City and County*. Oakland, CA: Applied Research Center.

Joint Center for Political and Economic Studies. (n.d.) *From Talk to Action: An Online Community Response to Racial Profiling*. Available:  
[http://www.jointcenter.org/publications\\_recent\\_publications/race\\_relations/from\\_talk\\_to\\_action\\_an\\_online\\_community\\_response\\_to\\_racial\\_profiling](http://www.jointcenter.org/publications_recent_publications/race_relations/from_talk_to_action_an_online_community_response_to_racial_profiling)

Kochhar, R., Suro, R., & Tafoya, S. (2005). *The New Latino South: The Context and Consequence of Rapid Population Growth*. Washington, D.C.: Pew Hispanic Center. Available:  
<http://pewhispanic.org/reports/report.php?ReportID=50>

McGill-Lawson, K., Komar, B., & Rose, A.M. (n.d.). *Building One Nation: A Study of What is Being Done Today in Schools, Neighborhoods and the Workplace*. Washington, D.C.: Leadership Conference on Civil Rights Education Fund. Available:  
[http://www.civilrights.org/publications/reports/building\\_one\\_nation/](http://www.civilrights.org/publications/reports/building_one_nation/)

Omi, M., Delgado, G., & Gordon, R. (January 2000). *Confronting the New Racisms: Anti-Racist Organizing in the Post-Civil Rights Era*. Oakland, CA: Applied Research Center.

Potapchuck, M. (2004). *Cultivating Interdependence: A Guide for Race Relations and Racial Justice Organizations*. Washington, D.C.: Joint Center for Political and Economic Studies. Available:  
[http://www.jointcenter.org/publications\\_recent\\_publications/race\\_relations/cultivating\\_interdependence\\_a\\_guide\\_for\\_race\\_relations\\_and\\_racial\\_justice\\_organizations](http://www.jointcenter.org/publications_recent_publications/race_relations/cultivating_interdependence_a_guide_for_race_relations_and_racial_justice_organizations)

Rogers, D. (2001). *Diversity Training: Good For Business but Insufficient for Social Change* [Electronic version]. *Western States Center Views* (21) 12-13. Available:  
<http://speedy.wscpx.org/publications/views/views21/anti-racism.pdf>

Symposium Proceedings: Building a Multiracial Social Justice Movement. (2001). *New York University Review of Law & Social Change* (27)1.

#### • Books\*

*\* This is not a comprehensive listing, but these are a few useful books that have been effectively used to spark broader discussions among foundation staff and boards. Many of the resources listed above include more extensive bibliographies.\**

Blackwell, A.G., Kwoh, S., & Pastor, M. (2002). *Searching for the Uncommon Common Ground*. New York: W. W. Norton & Company, Inc.

Guinier, L., & Torres, G. (2002). *The Miner's Canary*. Cambridge, MA: Harvard University Press.

Marable, M. (2002). *The Great Wells of Democracy: The Meaning of Race in American Life*. New York: BasicCivitas Books.

#### **RACIAL JUSTICE ORGANIZATIONS:**

##### **The Advancement Project**

<http://www.advancementproject.org/>

*The Advancement Project is a democracy and justice action group. Using law, public policy and strategic communications, Advancement Project acts in partnership with local communities to advance universal opportunity, equity and access for those left behind in America.*

##### **The African American Policy Forum**

<http://www.aapf.org/>

*Founded in 1996 as a media-monitoring think tank and information clearinghouse, the African American Policy Forum works to bridge the gap between scholarly research and public discourse related to inequality, discrimination and injustice. The AAPF seeks to build bridges between academic, activist and policy-making sectors in order to advance a more inclusive and robust public discourse on the challenge of achieving equity within and across diverse communities.*

##### **Americans for a Fair Chance**

<http://www.fairchance.org>

*Americans for a Fair Chance was founded on the belief that the measurable gains accomplished by affirmative action contribute to the prosperity and health of our families and communities. AFC aims to transform the debate so it is grounded in a factual understanding of both the progress made and the continuing racial and gender discrimination.*

##### **Applied Research Center**

<http://www.arc.org>

*Applied Research Center (ARC) works with a wide variety of social change organizations ranging from grassroots organizations and researchers to academics, public officials, and policy advocates, providing the analytical foundation for racial justice campaigns across the nation, working to ensure racial justice at every level of*

*government by advancing an innovative framework in both policy analysis and advocacy, strengthening the cadre of leaders and organizations ready to confront, not ignore, the color line, and finally, defying the conventional wisdom of mainstream media with the quarterly magazine ColorLines.*

### **Aspen Institute Roundtable on Community Change**

<http://www.aspeninstitute.org/>

*The mission of the Aspen Institute is to foster enlightened leadership and open-minded dialogue. Through seminars, policy programs, conferences and leadership development initiatives, the Institute and its international partners seek to promote nonpartisan inquiry and an appreciation for timeless values.*

### **The Center for Social Inclusion**

<http://www.centerforsocialinclusion.org>

*The Center for Social Inclusion works to build a fair and just society by dismantling structural racism. CSI partners with communities of color and other allies to create strategies and build policy reform models to end racial disparity and promote equal opportunity.*

### **The Civil Rights Project/Proyecto Derechos Civiles.**

<http://www.civilrightsproject.ucla.edu/>

*The Civil Rights Project (CRP) is a leading organization devoted to civil rights research. CRP works to help renew the civil rights movement by bridging the worlds of ideas and action, and by becoming a preeminent source of intellectual capital and a forum for building consensus within that movement, as well as deepening the understanding of the issues that must be resolved to achieve racial and ethnic equity as society moves through the great transformation of the 21<sup>st</sup> century.*

### **Community Science**

<http://www.communityscience.com/>

*Community Science (formerly The Association for the Study and Development of Community) is a research and development organization for community capacity building and social problem solving, that is committed to promoting and supporting the social justice, health, economic equity, and well being of all people. Community Science provides capacity building services to government agencies, foundations, and nonprofit organizations.*

### **Crossroads Ministry**

<http://www.crossroadsantiracism.org/>

*The work of Crossroads is to dismantle systemic racism and build anti-racist multicultural diversity within institutions and communities. They do this by training teams within institutions, helping them to analyze racism and to develop and implement strategies to dismantle racism within their structures.*

### **Institute on Race and Poverty**

<http://www.irpumn.org/>

*The Institute on Race & Poverty (IRP) investigates the ways that policies and practices disproportionately affect people of color and the disadvantaged. A core purpose for IRP's work is to ensure that people have access to opportunity.*

### **Kirwan Institute for the Study of Race and Ethnicity**

<http://www.kirwaninstitute.org/>

*The Kirwan Institute for the Study of Race and Ethnicity works to deepen our understanding of the causes of and solutions to racial and ethnic disparities and hierarchies. Our primary focus is to increase general understanding that, despite many differences, human destinies are intertwined.*

### **Leadership Conference on Civil Rights & Leadership Conference on Civil Rights Education Fund**

<http://www.civilrights.org>

*The Leadership Conference on Civil Rights (LCCR) is a national civil rights coalition of 192 organizations, representing persons of color, women, children, labor unions, individuals with disabilities, older Americans, major religious groups, gays and lesbians and civil liberties and human rights groups. Leadership Conference on Civil Rights Education Fund (LCCREF) is its 501c3 research and education arm, which uses campaigns promote an understanding of the need for national policies that support civil rights and social and economic justice.*

### **The People's Institute**

<http://www.thepeoplesinstitute.org/>

*The People's Institute was created to develop more analytical, culturally-rooted and effective community organizers. Through this process, it has built a national collective of anti-racist, multicultural community organizers who do their work with an understanding of history, culture, and the impact of racism on communities.*

### **PolicyLink**

<http://www.PolicyLink.org>

*PolicyLink is a national nonprofit research, communications, capacity building, and advocacy organization working to advance policies to achieve economic and social equity*

### **Poverty and Race Research Action Council (PRRAC)**

<http://www.prrac.org/>

*PRRAC is a non-partisan, national, not-for-profit organization convened by major civil rights, civil liberties and anti-poverty groups. Our purpose is to link social science research to advocacy work in order to address problems at the intersection of race and poverty.*

### **The Praxis Project**

<http://www.thepraxisproject.org/>

*The Praxis Project is a national, nonprofit organization that builds partnerships with local groups to influence policymaking to address the underlying, systemic causes of community problems. Committed to closing the health gap facing communities of color, we forge alliances for building healthy communities.*

### **Racetalks: Multiracial Learning Communities**

<http://www.racetalks.org/indexfla.html>

*Racetalks discusses setting up and running a multi-racial learning community in seminars that discuss race and gender, large law school classes, police training programs, and community advocacy groups.*

### **The Western States' Center**

<http://www.westernstatescenter.org/>

*Western States Center's mission is to build a progressive movement for social, economic, racial and environmental justice in the eight Western states of Oregon, Washington, Idaho, Montana, Wyoming, Utah, Nevada and Alaska.*