



The
2020
Diversity
Among
Philanthropic
Professionals
Report

**RECOMMENDED
RESOURCES**

CHANGE
PHILANTHROPY

Recommended Resources

For grantmakers looking for support in further diversifying their staff and boards, we recommend reaching out to the following CHANGE Philanthropy coalition partners, each of which offers a variety of resources.



Asian Americans/Pacific Islanders in Philanthropy (AAPIP)

Asian Americans/Pacific Islanders in Philanthropy (AAPIP) is a national membership organization dedicated to expanding and mobilizing philanthropic and community resources for underserved AAPI communities to build a more just and equitable society. It is a vibrant home for AAPIs in philanthropy, working toward racial equity and gender justice and fostering a new generation of AAPI change makers driving change in philanthropy.

To learn more, visit aapip.org

AAPIP offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none"> → AAPIP Membership → AAPIP Regional Chapter Network → AAPIP Racial Equity Curriculum (coming soon) → AAPIP National Network Convening 	<ul style="list-style-type: none"> → AAPI Community Mapping Tool → AAPIP National Giving Circle Network → AAPIP Connect E-Newsletter → AAPIP Blog → AAPIP Job Board 	<ul style="list-style-type: none"> → Seeking to Soar: Foundation Funding for AAPI Communities (Report) → AAPIP National Giving Circle Network



ABFE - A Philanthropic Partnership for Black Communities

ABFE is a membership-based philanthropic organization that advocates for responsive and transformative investments in Black communities. Partnering with foundations, nonprofits and individuals, ABFE provides its members with professional development and technical assistance resources that further the philanthropic sector’s connection and responsiveness to issues of equality, diversity and inclusion.

To learn more, visit abfe.org

ABFE offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none"> → ABFE Membership → ABFE's Annual Conference → Black Philanthropic Network 	<ul style="list-style-type: none"> → ABFE Philanthropic Advising Services 	<ul style="list-style-type: none"> → ABFE Call to Action (10 Imperatives) → Case for Funding Black Led Social Change Report → Case for Funding Black Led Social Change Report: Redlining by Another Name



Emerging Practitioners in Philanthropy

Emerging Practitioners in Philanthropy (EPIP)

Emerging Practitioners in Philanthropy (EPIP)'s mission is to empower emerging leaders and elevate philanthropic practice in order to build a more just, equitable and sustainable world. EPIP envisions a

world where people of all identities can live full and prosperous lives, supported by a diverse, equitable, inclusive and effective philanthropic sector.

To learn more, visit epip.org

EPIP offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES
<ul style="list-style-type: none"> → EPIP Membership → EPIP Chapters → Philanthropology → Communities of Practice (People of Color Network; Emerging Women of Color; White Allyship) → Inclusive Leadership Framework 	<ul style="list-style-type: none"> → Dissonance and Disconnects → EPIP's Blog → EPIP's Newsletter



FUNDERS FOR
LGBTQ
ISSUES

Funders for LGBTQ Issues

Funders for LGBTQ Issues works to increase the scale and impact of philanthropic resources aimed at enhancing the well-being of lesbian, gay, bisexual, transgender and queer communities, promoting equity, and advancing racial, economic and gender justice.

To learn more, visit lgbtfunders.org

Funders for LGBTQ Issues offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none"> → Funders Membership → Training and Support Services → Grantmakers United for Trans Communities (GUTC) Fellowships → Out in the South Network → Funding Forward: An annual gathering of grantmakers committed to LGBTQ Issues 	<ul style="list-style-type: none"> → Research & Reports → Best Practices Guides (Data Collection; Non-discrimination Policy) → Monthly Newsletter: QNotes 	<ul style="list-style-type: none"> → Out in the South Fund → The GUTC Pledge → LGBTQ Funding Resources during COVID-19



**HISPANICS
IN PHILANTHROPY**
The power of giving and connecting

Hispanics in Philanthropy

Hispanics in Philanthropy (HIP) is on a mission to strengthen Latinx leadership, influence and equity by leveraging philanthropic resources, and doing so with an unwavering focus on social justice and shared prosperity across the Americas. As the leader of a transnational network of foundations, donors, and nonprofits, we are making impactful investments in the Latinx community and developing our leaders so they can effectively address the most pressing issues impacting communities in the U.S., Latin America and the Caribbean.

To learn more, visit hiponline.org

HIP offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none"> → HIP Membership → Líderes Fellowship → Annual Leadership Conference → Project M - Capacity Building 	<ul style="list-style-type: none"> → LatinxFunders → Reports → Latinx Trustee Listening Tour 	<ul style="list-style-type: none"> → HIPGive → PowerUp Fund → Knowledge Path



**NATIVE AMERICANS
IN PHILANTHROPY**

Native Americans in Philanthropy

The mission of Native Americans in Philanthropy is to promote equitable and effective philanthropy in Native communities. Native Americans in Philanthropy works to increase philanthropic investment in Native communities to strengthen and expand community-based solutions; strengthen support for Native, philanthropic and nonprofit leaders to further diversify the sector; and improve the availability of regular, reliable data and Indigenous-led research on philanthropic giving to Native communities.

To learn more, visit nativephilanthropy.org

Native Americans in Philanthropy offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none"> → Tribal Nations Initiative → Philanthropy Job Board → Native Program Officers' Working Group 	<ul style="list-style-type: none"> → Native Voices Rising → Reports and Resources → Membership → E-News → Our Blog 	<ul style="list-style-type: none"> → Native Voices Rising → Investing in Native Communities Portal



National Committee for Responsive Philanthropy (NCRP)

NCRP promotes philanthropy that serves the public good, is responsive to people and communities with the least wealth and opportunity, and is held accountable to the highest standards of integrity and openness.

To learn more, visit ncrp.org

NCRP offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none"> → Assessment Guide for Equity & Justice: Power Moves → Celebrating the Best: NCRP's Impact Awards → Criteria for Philanthropy At Its Best → Blog: Implicit Bias and Its Role in Philanthropy and Grantmaking 	<ul style="list-style-type: none"> → Movements Matter: The Savvy Donors Guide to Investing in Social Movements → As the South Grows: The Case for Funding the South → Leveraging Limited Dollars - Achieving Tangible Results By Funding Policy And Community Engagement 	<ul style="list-style-type: none"> → Black Funding Denied Report (2020) → Digital Dashboard Exploring Local Foundation Funding for Immigrants & Refugees (2020) → COVID-19 & Its Impact on Funding for Reproductive Access



Neighborhood Funders Group (NFG)

NFG organizes philanthropy to support grassroots power building so that Black, Indigenous, and people of color communities and low-income communities thrive. We are a network of national and local grantmakers throughout the U.S. We bring together funders to learn, connect, and mobilize resources with an intersectional and place-based focus.

To learn more, visit nfg.org

NFG offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none"> → Philanthropy Forward 	<ul style="list-style-type: none"> → Democratizing Development Program → Fundors for a Just Economy → Integrated Rural Strategy Group → Amplify Fund → Building Power in Place - Nashville → Resourcing Rural Organizing Infrastructure: A New York Case Study 	<ul style="list-style-type: none"> → Accountability and Philanthropy's Role → Philanthropy is Embedded in the Paradox of Capitalism → Philanthropy Forward → Democratizing Development Program → Fundors for a Just Economy → Integrated Rural Strategy Group → Amplify Fund



Philanthropic Initiative for Racial Equity (PRE)

Since its launch in 2003, the goal of the Philanthropic Initiative for Racial Equity (PRE) has been 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. It is led by an intersectionally diverse board of racial justice activists, researchers, and practitioners.

To learn more, visit racialequity.org

PRE offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none"> → Learning Labs, direct work with foundation boards → Working with PSOs to strengthen their racial justice efforts with members 	<ul style="list-style-type: none"> → Grantmaking with a Racial Justice Lens → Using a Racial Justice Lens in Grantmaking Around the Globe 	<ul style="list-style-type: none"> → Research and advocacy → Grantmaking strategy advising → Infographics and reports on racial justice giving, race and gender data, and other tracking for advocates and funders



Women's Funding Network (WFN)

Through our network of more than 120 women's funds and foundations, The Women's Funding Network provides gender justice leaders and advocates with a variety of tools to help them succeed—from research and education, to strategic-led initiatives and events, to advocacy and unifying a collective, amplified voice.

To learn more, visit womensfundingnetwork.org

WFN offers support for grantmakers in the following areas:

SUPPORTING INDIVIDUALS & TEAMS WORKING IN PHILANTHROPY	EXPLORING COMMUNITY PRIORITIES AND OPPORTUNITIES	MOVING RESOURCES TO COMMUNITIES
<ul style="list-style-type: none"> → WFN Membership → Peer communities of practice → Member-only conversations and brown bag lunches → Regional summits 	<ul style="list-style-type: none"> → Speaker Series & other webinars → Women's Economic Mobility Hubs → Whole Family Approaches to Economic Mobility → GirlsGive 	<ul style="list-style-type: none"> → Response, Recovery and Resilience Collaborative Fund → Prosperity Together → Moving Money for Impact