

# #Philanthropy SoWhite

**WATCH PARTY DISCUSSION GUIDE**



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## BACKGROUND

Edgar Villanueva and his book *Decolonizing Wealth* have ignited an era of reckoning in philanthropy and social finance, issuing an urgent call to address the sector's white dominant culture and colonial dynamics.

For far too long and for many reasons, Black, Indigenous and people of color have been the champions of racial justice in philanthropy. Now is the time for white leaders to embrace their critical role in creating an anti-racist sector.

Despite a plethora of diversity initiatives, the face of philanthropy, the funding, and the system hasn't shifted much.

The stats speak  
for themselves -  
**90% of foundation  
CEOs are white.**

**85% of foundation  
boards are white,**  
while no more than  
10% of foundation  
funding goes specifically  
to people of color.

**We can and  
must do better.**

## #PHILANTHROPYSOWHITE BECOMES AN INDUSTRY CATALYST

In 2021, we hosted a historic online event—*#PhilanthropySoWhite: An Urgent Conversation on Whiteness in Philanthropy*—to speak with white leaders in philanthropy about racial justice and their responsibility to dismantle white supremacist culture in their organizations.

The conversations that transpired were vulnerable, truth-speaking catalysts to sector-wide discussions about the urgent need to change philanthropy's approach to diversity, equity, and inclusion.

#PhilanthropySoWhite is a call for white leaders to create anti-racist organizations and giving practices that are representative and inclusive of the communities and cultures they serve.

**FRIDAY, FEB 19TH, 2021 • 9AM PT / 11AM CT / 12 PM ET**



**Edgar Villanueva**  
Decolonizing Wealth Project

**Hilary Pennington**  
Ford Foundation

**Nick Donohue**  
Nellie Mae Education Foundation

**John Palfrey**  
MacArthur Foundation

**Vanessa Daniel**  
Groundswell Fund

# #Philanthropy SoWhite

**AN URGENT CONVERSATION ON  
WHITENESS IN PHILANTHROPY**



IN PARTNERSHIP WITH **THE SCHOTT FOUNDATION** AND **THE NELLIE MAE EDUCATION FOUNDATION**

# WATCH THE 1-HOUR VIDEO

## Featuring

**Edgar Villanueva**

*Principal*

[Decolonizing Wealth Project & Liberated Capital](#)

**Vanessa Daniel**

*Founder and Executive Director*

[Groundswell Fund](#)

## Guest Panelists

**Nick Donohue**

*President & CEO*

[The Nellie Mae Education Foundation](#)

**John Palfrey**

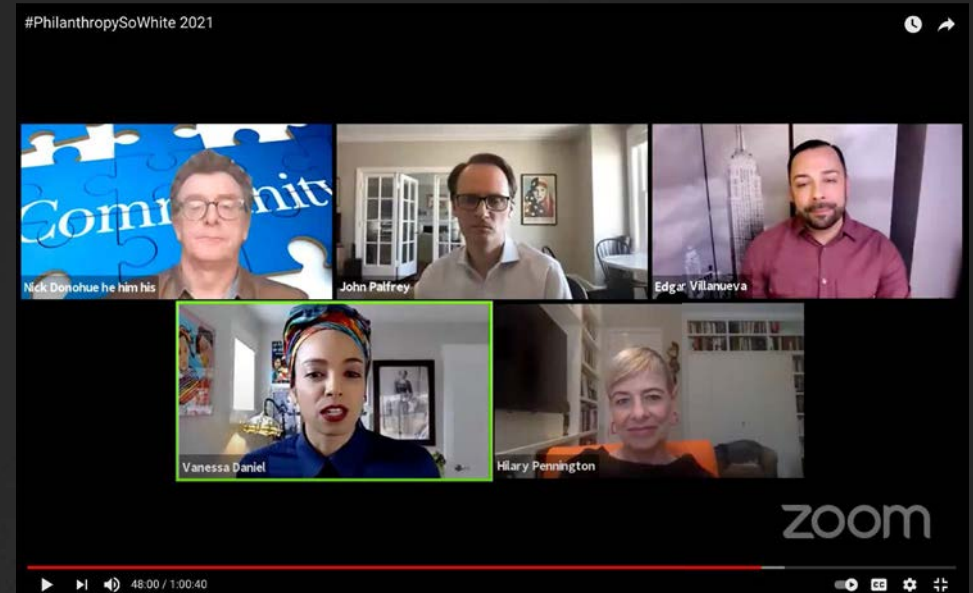
*President*

[John D. and Catherine T. MacArthur Foundation](#)

**Hilary Pennington**

*Executive Vice President of Programs*

[Ford Foundation](#)



[CLICK HERE TO WATCH](#)

## DISCUSSION GUIDE

**Achieving racial justice is going to take a multi-racial effort, and there's a place for all of us in this work.**

It's imperative for us to figure out how to get into a right relationship with each other and with the communities we aim to serve.

We recommend group discussion on the topics below - **but this is just a starting point!**

We encourage you to continue the conversation beyond this guide, consider a book club - we list several books that would be ideal content for furthering this discussion.

### **A note about group demographics:**

Depending on the racial/ethnic demographics of your team, you may consider having these discussions in race-based caucuses in order to not harm people of color.

Learn more about caucus work at [racialequitytools.org](http://racialequitytools.org).

## White folx:

This guide is designed to support your learning, not to create additional labor for people of color. Please refrain from asking your BIPOC peers to educate you.

**Do the work.**

# DISCUSSION QUESTIONS

## DIVERSITY

- **What barriers need to be removed** to see more BIPOC (Black, Indigenous and people of color) leaders serving in executive positions and on boards in the sector?
- What specific barriers exist in our organization?
- What can we do **to diversify** our leadership and board?

## GIVING

- Are we **tracking demographic data** on who is supported by our money/resources/support by race?
- Are we **distributing resources** with an explicit focus on organizations led by BIPOC and working in communities of color?
- How can we do better?
- Are we engaging directly impacted communities to inform our strategies?
- How are we **supporting the BIPOC-led philanthropic infrastructure** who already have relationships in BIPOC communities yet lack sufficient capital?

## POWER

- In our organization, **who makes the final decisions?**
- Do people of color have significant influence on decision making?
- Internally, **what can we do to share power?**
- **What can be done to share power** with our partners?
- What can white people in our organization do to be more accountable to staff of color?

## LEARNING

- **What needs to be unlearned** in order to dismantle white dominant culture in our organization?
- **What must be learned and practiced**, especially by white people to experience the joy and liberation of this work?

## ACTION

- **What commitments will our leaders make today** to further advance racial equity inside and outside our organization?
- What personal commitments are required to see these changes?

# 7 STEPS TO HEALING

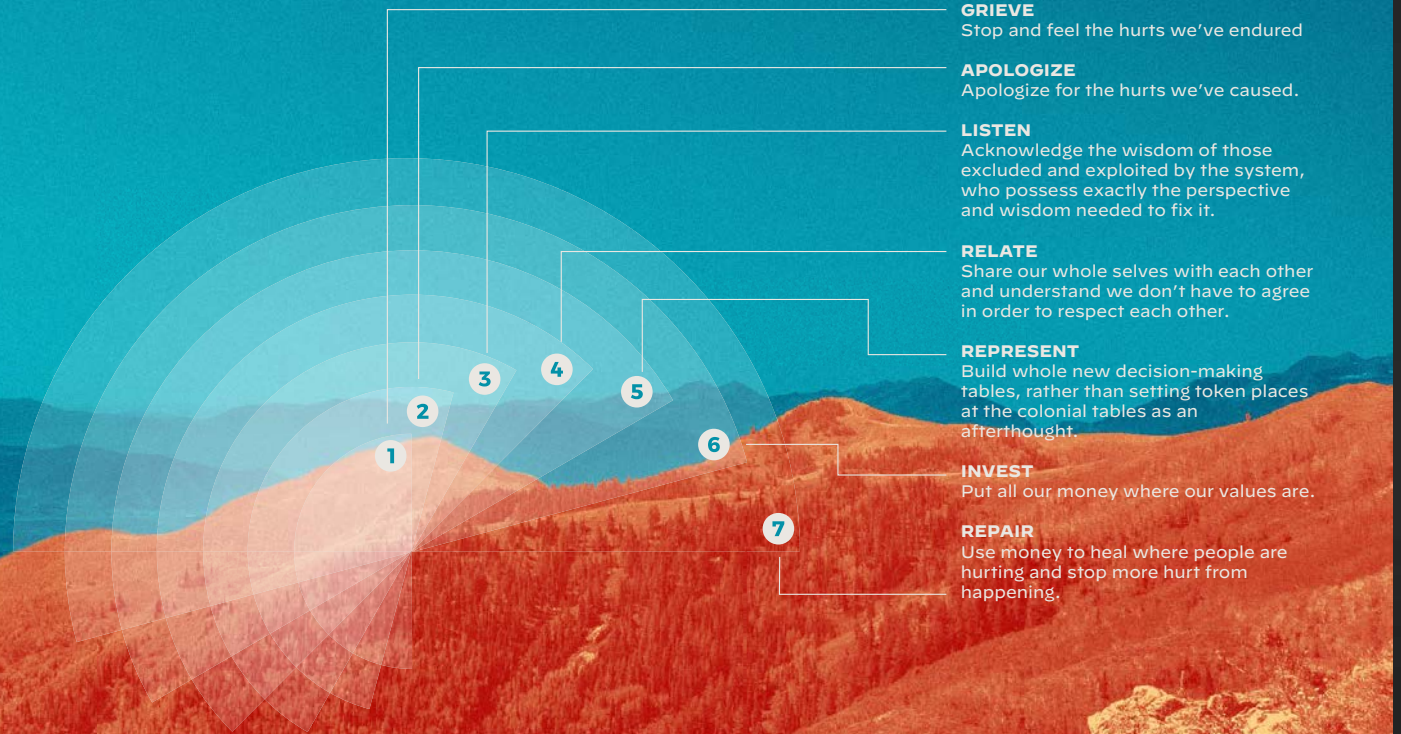
We as humans have given money its value of exchange, so we also have the power to change how we utilize it.

These steps are a means to both heal, and translate this healing into action.

**PATIENCE AND CRIT ARE  
REQUIRED AT EACH STEP.**

Certain steps may need to be revisited, and the entire process may need to be repeated.

These steps aren't necessarily linear.



[DOWNLOAD PDF](#)



Use money to heal where people are hurting  
and stop more hurt from happening.

**What are some ways  
to activate the healing  
process in your own  
relationship with wealth?**

# MY COMMITMENTS TO HEALING

Steps to using **money as medicine** at home, in community, or at work:

**1 – GRIEVE**

--

**2 – APOLOGIZE**

--

**3 – LISTEN**

--

**4 – RELATE**

--

**5 – REPRESENT**

--

**6 – INVEST**

--

**7 – REPAIR**

--

# RESOURCES

## BOOKS

- *Decolonizing Wealth*, [Edgar Villanueva](#)
- *How to Be An Anti-Racist*, [Ibram X. Kendi](#)
- *Me and White Supremacy*, [Layla F. Saad](#)
- *The Color of Law*, [Richard Rothstein](#)
- *White Fragility*, [Robin DiAngelo](#)
- *Waking Up White*, [Debby Irving](#)

## ONLINE

- [@decolonizingwealth](#) on Instagram
- [@decolonizwealth](#) on Twitter
- [Edgar Villanueva's LinkTree](#) (funds, actions & events)
- [Paying Attention to White Culture & Privilege:](#) Gita Gulati-Partee, Maggie Potapchuk
- [NCRP's Power Moves](#)
- [Nick Donohue's blog](#)

## DOWNLOAD & SHARE:

- **8 Pro-Tips for Being An Anti-Racist Philanthropist** [PDF](#) / [Social Media Graphics](#)

## BIPOC-LED FUNDS

- [Groundswell Fund](#)  
Founded by Vanessa Daniel, supports movements for reproductive & social justice by resourcing intersectional grassroots organizing and centers the leadership of women of color.
- [Schott Foundation for Public Education](#)  
Funds Black and people-of-color led work to advance racial justice in public education
- [Democracy Frontlines Fund](#)  
National aligned giving strategy to fund Black-led organizers fighting for free & fair elections & working to defund prisons & police.
- [Liberated Capital Fund](#)  
Liberated Capital supports Black, Indigenous and other people-of-color-led initiatives working for transformative social change. This fund—directed by the Decolonizing Wealth Project—aims to move untethered resources to help shape a future in which we can all heal from generations of colonial trauma and thrive in our cultures.

# WHAT'S NEXT

Now, it's time to commit to a learning and action journey.

- **THE BOOK**

[\*Decolonizing Wealth\*](#) will give you the foundational understanding required for your journey.

- **THE JOURNAL**

[\*Money as Medicine\*](#) for practical guidance to take action based on the central insights of *Decolonizing Wealth*, the *Seven Steps To Healing*, and ways to use your 'medicine' at home, work, and in your community.

As you've walked through the Seven Steps, you'll have to reflect on your relationship to money, racial justice, and the history of colonization in the U.S. and its global implications, and to identify practical action steps towards reconciliation.

- **THE COMMUNITY**

[Decolonizing Wealth Project](#) offers workshops, consulting, and keynotes.

Email us at [info@decolonizingwealth.com](mailto:info@decolonizingwealth.com)



[BUY THE JOURNAL](#)

## READY FOR MORE?

### **JOIN [LIBERATED CAPITAL:](#) A Decolonizing Wealth Fund**

**Liberated Capital** aims to support initiatives working for transformative social change that are led by Indigenous, Black and other people of color.

**Rooted in relationships** of mutuality and equity, Liberated Capital gives through a reparations model that trusts and supports the leadership of those most impacted by historical and systemic racism and colonization.

**We welcome support** from individuals at all levels of giving who are committed to collectively healing the wounds of colonialism and white supremacy by using money as medicine to shape an equitable future.

Follow [@liberatedcapital](#)



**Liberated Capital**  
**Decolonizing Wealth Fund**

“Even institutions that do good must examine how they relate to money and how their actions impact vulnerable and historically marginalized communities.”

– Edgar Villanueva / [@villanuevaedgar](https://twitter.com/villanuevaedgar)



**Decolonizing  
Wealth Project**