



Grantmaking Assessment Tool for Reproductive Health, Rights and Justice Fundors: Increasing Support for WOC Leadership

Produced by Funders for Reproductive Equity's Women of Color Working Group

Purpose of this Guide

As a Working Group, we are committed to supporting the leadership of Women of Color (WOC) in the reproductive health, rights and justice fields. In this political moment especially, when the safety and rights of WOC and their communities are under threat, organizations led by and representing WOC must be well resourced, empowered, and impactful. To help achieve this, funders must examine and strive to correct conditions in our field and patterns of institutional decision-making that have left so many of these groups under-resourced. **To this end, this tool is intended to help grantmakers better support WOC leadership in advancing reproductive health, rights and justice.** It builds on existing resources designed to assist funders in bringing a racial justice lens to their grantmaking,¹ and draws on the experiences shared by many Working Group members who, over several years, have worked within their institutions to build commitment to WOC leadership. We believe it also has potential for use beyond our field and encourage other funder communities to consider its applicability to their work.

How to Use this Guide

This tool offers a series of questions to be considered by grantmakers as they review their portfolios and program budgets. It also prompts grantmakers to assess their institutions' commitment to WOC leadership, and the potential for internal advocacy to grow that commitment. Finally, the guide leads us to evaluate the role we are playing in the funding community as advocates for greater investment in organizations led by WOC. Each section includes a set of "analysis" prompts, which can assist program staff in thinking through the implications of their findings.

While the tool has been designed primarily as a resource to assist funders who are already committed to advancing WOC leadership, it may be adapted as an advocacy tool, both to grow commitment within

¹ Bay Area Justice Funders Network, *Self-Assessment on Grantmaking Practices to Strengthen Racial and Gender Diversity of Your Grantees*, 2018; Grantcraft and Philanthropic Initiative for Racial Equity, *Grantmaking with a Racial Equity Lens*, 2007, <http://www.grantcraft.org/assets/content/resources/equity.pdf>; Philanthropic Initiative for Racial Equity and Applied Research Center, *Catalytic Change: Lessons Learned from the Racial Justice Grantmaking Assessment, 2009*, http://raciaequity.org/docs/Racial_justice_assessment_loresFINAL.pdf (Appendix 3).

institutions and to shape the practices of the broader funding community. More generally, it may help jumpstart important conversations with colleagues, boards, grantees, and fellow funders about race and power in the reproductive health, rights and justice fields.

We hope that funders will share their experience in using this tool with FRE's WOC Working Group, especially where their assessments lead to changes in grantmaking and other practices. Identifying and sharing best practices among peers is an invaluable strategy for shifting practices of the broader funding community. We consider this a living document, which we hope will evolve as members share feedback

What is WOC Leadership?

The Groundswell Fund, which supports WOC-led reproductive justice organizations through its Catalyst Fund, provides a helpful definition of WOC-led organizations.

WOC-Led Organizations can be defined as: (1) organizations with a majority WOC board, staff, and volunteers in leadership positions; (2) a WOC-led effort that is a core strategic priority within a majority white organization. This organization must have WOC in decision making positions at the staff and board level; 3) a WOC-led coalition; or 4) a WOC-led effort within a majority male, people of color-led organization. This organization must have WOC in decision making positions at the staff and board level.

and continue to learn collectively.

I. Ensuring that our grantmaking supports and promotes organizations led by and accountable to WOC

A. Examining our portfolios:²

1. What proportion of grantmaking is to organizations led by and serving WOC?
 - a. What percentage of the total number of grants are grants to WOC-led organizations?
 - b. What percentage of the total grant dollars support WOC-led organizations?
2. Where grants support coalitions, how many of those coalitions are led by organizations led by and representing WOC?
3. How does the size of grants to organizations led by and serving WOC compare with grants to predominantly white organizations doing similar work?
4. What types of grants are being made to WOC-led institutions vs. other institutions?
General support or project support?

² This section is adapted in part from Applied Research Center, *Catalytic Change: Lessons Learned from the Racial Justice Grantmaking Assessment, 2009*, pp. 27-29 (Appendix 3), http://racialequity.org/docs/Racial_justice_assessment_loresFINAL.pdf.

5. On which grants do you spend more of your time (e.g. conducting site visits, attending grantee-sponsored events, periodically providing feedback, and supporting capacity-building)?
6. Among organizations in the docket that are not WOC-led, how many partner with WOC-led organizations in a manner that increases their visibility and voice in the reproductive health, rights and justice field, including in policymaking settings?

Analysis:

Check the applicable box for your institution.	Not at all	Just starting	Making good progress
The overall pattern of the number, types and size of grants made to WOC-led groups reflects a commitment to prioritizing support for historically under-resourced WOC-led reproductive justice work.			
Our grantmaking seeks to strengthen the voice, leadership and capacities of WOC-led reproductive justice organizations so that they can attract support from a broader set of funders.			

II. Leveraging our role to strengthen all grantees' commitment to and support for WOC leadership:

1. Do you consistently ask grantees and potential grantees about their commitment to supporting WOC leadership, and seek evidence of that commitment in the form of:
 - a. WOC as senior leaders or board members who play a significant role in setting the programmatic priorities and strategies of that organization;
 - b. An understanding of institutional racism and a commitment to dismantling racism, including awareness of racial disparities in the enjoyment of reproductive health, rights and justice and a strategy to advance racial equity;
 - c. Practices that encourage internal discussion of the effects of racial discrimination, inequities and tensions within their organization and broader field; and
 - d. Systems for collecting and disseminating data demonstrating racial disparities in the enjoyment of reproductive health, rights and justice.
2. Do you ask grantees and potential grantees how, in building coalitions, they ensure that all parties in an alliance have equal power and participation? Do organizations led by WOC face barriers to participating in coalitions, such as requirements to contribute substantial funds?

Analysis

Check the applicable box for your institution.	Not at all	Just starting	Making good progress
Grantees are aware of our commitment to advancing WOC leadership and believe they are expected to report on their progress in advancing that leadership.			

III. Seeking commitment within our institutions to grantmaking to advance WOC leadership

A. Is support for WOC leadership an institutional priority?

1. Does your institution have an explicit commitment to racial justice and supporting the leadership of WOC?
2. Are WOC in senior leadership positions within your institution?
3. Are your institutional funding priorities and programmatic outcomes and strategies informed by the perspectives and priorities of communities of color?
4. Are program staff held accountable for their success in advancing WOC leadership, including with internal benchmarks or indicators of progress?
5. Are there opportunities to make the case for supporting WOC leadership in grantmaking program areas other than reproductive justice (e.g. education, voting rights, criminal justice)?

B. What institutional practices facilitate growing support for WOC leadership?

1. Does your institution pursue strategies to minimize barriers to funding organizations led by WOC (e.g. streamlining application processes and simplifying reporting requirements)?
2. Does your institution collect data on the demographic characteristics, including racial identity, of the leadership of grantee organizations?

Analysis

Check the applicable box for your institution.	Not at all	Just starting	Making good progress
Our institution is committed to increasing resources for WOC-led organizations to strengthen the voice and agency of communities of color and promote reproductive justice.			
Our institution has policies and practices in place to ensure that our investments in WOC leadership have maximum impact, which can be measured over time.			

IV. Using our voice as funders to promote greater commitment within our community to supporting WOC leadership

A. Communicating with peer funders

How do you communicate to peer funders your commitment to and investment in WOC leadership?

1. Working within funder networks, i.e. fostering dialogue and providing speaking opportunities for WOC leaders;
2. Mentoring grantmakers who are new to the field;
3. Sharing information about your docket and specific grantees;
4. Participation in grantee conferences and convenings highlighting WOC leadership;
5. Sharing successful strategies for increasing commitment to WOC leadership within your own institution.

B. Funder Collaboration

1. Do you seek opportunities to collaborate in funding strategies to advance WOC leadership?
2. In collaborative funding spaces, do you advocate for support for WOC led organizations?

Analysis

Check the applicable box for yourself.	Not at all	Just starting	Making good progress
I leverage my position as a field leaders to encourage more funders to invest in WOC leadership.			
I leverage my participation in collaborative funding spaces to increase resources for WOC led work.			