

Funders Alliance for Race Equality

Description (who we are)

The Funders for Race Equality Alliance (also known as the Alliance) is a group of charitable foundations working together to achieve race equality in the UK. We do this by: increasing funders' focus on race equality; seeking more and better funding for race equality, with a key focus on BME-led organisations; and improving meaningful racial representation in foundations.

Our membership is dynamic and open to all foundations committed to race equality.

Purpose (why we exist)

Inequality and disparities in outcomes for Black and Minority Ethnic (BME) people in the UK damage those affected and wider society. We believe charitable foundations have a leadership role to play in supporting action to tackle race inequality through providing funding for public benefit for all and in ensuring, specifically, that BME populations benefit. We want to live in a society where BME people are able to fulfil their potential and are supported by funding systems that recognise and address their rights, interests and needs and actively tackle race disparities.

Vision (the what)

We have three main goals:

- Increased understanding of and focus on race equality in charitable foundations.
- More and better funding to address race equality.
- Increased BME representation in foundation leadership and governance.

Mission (the how)

- Convening funders to identify common ground, share good practice and opportunities to collaborate.
- Identifying new ways to think about, talk about and act on race equality.
- Facilitating knowledge exchange, tools and solutions that enable action on race equality in foundations.
- Supporting the development of BME voices, representation and inclusion in the funding sector.
- Living our values in practice, recognising funder power and privilege.
- Working collaboratively with the race equality sector and creating critical spaces for engagement that respects the diversity of the sector.

Values (what we stand for and how we behave)

We're an inclusive alliance. We recognise the varied origins, priorities, approaches and funding mechanisms of our members and their different starting points in working towards our goals. We believe this to be a strength of our network, and support a plurality of approaches and routes to achieve change.

We're supportive/collaborative. We welcome the experiences and views of all members and of organisations working to make race equality a reality and aim to work together to share experience and support each other in taking action.

We're active listeners. We specifically draw on the evidence, expertise and experience of the race equality sector and use our wider networks to understand barriers to progress and opportunities to find solutions. We seek to share our approaches and reflect on and improve our own practice within in a safe space

We're committed to long term change. We recognise that funding for race equality has not been sustainable, and that systemic racism will take time to overcome. We will work over the long term to address these issues internally within our organisations and to better equip race equality organisations in our external funding practices.

We're comfortable with challenge. We understand that race and racism may be uncomfortable to talk about, but it is only through everyday honest and open dialogue that we can start to deliver real change.

Language (how we speak)

We recognise the dynamic and sometimes contested nature of language relating to race and ethnicity in the UK. We are mindful of the sensitivities, and open and responsive to these changing dynamics.

Our approach (what working as a network means)

The Alliance acts both as an initiator of collaborative funder efforts to tackle race disparities and as a catalyst to inspire and encourage its members and other foundations to take action individually or in partnership on this agenda. We will focus our collective efforts as an Alliance on areas where working together will add value, and where piloting approaches and sharing lessons can help to demonstrate and lead the way for the broader funding sector. In particular, this will involve making the case for action in foundations – identifying ways to ensure that race equality is given focus and considering how foundations working in different ways can deliver change and support race equality in their grant-making practices.

We will work to deliver jointly funded initiatives and/or to support aligned action across funders, where possible, to achieve our aims.