

# Funders for Race Equality Alliance

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.

We have three main goals:

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

For each goal of the Alliance, a dedicated working group is appointed to oversee the delivery of projects. The purpose of the working group is to develop the project framework and provide guidance, specialist insight and resources to push the work forward.

We work towards these goals by:

- Improving our practice: identifying tools, resources, sharing best practice, raising awareness and advocating for more impactful approaches towards racial equality in philanthropy
- Facilitating knowledge exchange that enables action on race equality in funding organisations
- Improving our relationship with the race equality sector: joint/aligned funding, identifying and addressing gaps, funding of research, knowledge, scoping and projects
- Supporting the development of BME voices, representation and inclusion in the funding sector.

## Our values

**We're committed to long-term change.** We recognise the historical lack of funding for the race equality sector, both from within the Alliance and among the wider foundation sector. And we have a long-term strategy and theory of change to ensure that we are always making progress toward racial justice and building equitable support for the sector that is permanent and sustainable.

**We're an inclusive alliance.** We acknowledge the varied origins, priorities, approaches and funding mechanisms of our members, and understand their different starting points in working towards our goals. We believe this to be a strength of our network, and we support a plurality of approaches and routes to tackling racial disparities.

**We're collaborative.** We welcome the experiences and views of all members and of organisations working to make race equality a reality, and we aim to work together to share experiences and support each other to take action.

**We're active listeners.** We fully trust in the lived and professional experience, vision and diverse leadership of the communities bearing the brunt of racism, while understanding the exhaustion of speaking up.

**We're comfortable with challenge.** We understand that race and racism may be uncomfortable to talk about, but we make it our mission to interrogate any discomfort and fear to ensure that it does not prevent engagement and progress.

**We're accountable. We are not perfect.** The race equality sector has historically been at risk and under-resourced, and still is. Funding programmes in the UK do not reach people equally because the playing field is not level, thus weakening the infrastructure, resilience and capacity of organisations addressing racial inequality. We recognise that funding organisations play a key role in this context and we will work to continually redress these systematic inequalities.

## **How we work**

We hold quarterly Alliance meetings which all members are invited to attend. The aim of these meetings is to:

- Support funders with tools, resources, sharing best practice, advice and information to advocate internally for increased funding and action on racial justice
- Provide a safe yet challenging space for learning and knowledge exchange
- Discuss collaborative funding to strategically strengthen the race equality sector and encourage joint initiatives emerging from the field
- Provide high quality inputs from experts in the sector and a platform for new voices across the nations

Past issues and speakers have included:

- Sanjiv Lingayah from Voice4Change England on how charitable foundations can better invest money into BAME-led civil society
- Rocio Cifuentes, CEO at Ethnic Youth Support Team on the impact, demand and challenges facing the race equality sector in Wales in the post-Brexit era
- Marai Larasi MBE, former Director of Imkaan on how foundations can achieve a transformative relationship when it comes to race equality organisations

During these meetings we also allocate time to discuss Alliance business and priority updates to keep members informed of progress on projects and to raise awareness of new initiatives and opportunities in the sector.

We are also a reactive Alliance who run seminars and events that deal directly with the intersection of philanthropy and racial injustice and address issues of institutional, systemic and everyday racism. For example, we held a meeting on 'Responding to the impacts of COVID-19 on race equality and the race equality sector' with The Ubele Initiative.

## **Ways of working and expectations**

Funding organisations can nominate up to two colleagues to represent their interests within the Alliance. One of the representatives should be a senior member of your team or a colleague who has access to senior staff and/or can share the learning and influence organisational practice. However, we recognise that this may not always be possible and welcome people who are committed to achieving progress within their sphere of influence.

Members will engage actively with the Alliance by committing an appropriate amount of time to the Alliance quarterly meetings and events, pushing the strategy forward, sharing data and planning future activities.

A jointly owned strategy has been developed by the Alliance and, as agreed, members are responsible for ensuring this strategy progresses, for any associated engagement and communication plans. Beyond this core involvement members will contribute according to their capacity.

## **Governance**

The Co-Chairs' essential role is in providing strategic direction and oversight to the Alliance and the Secretariat. For example, they chair the quarterly meetings, have an ambassadorial role and encourage all members to engage in the priority areas by drawing on their skills, experience, knowledge and where appropriate.

Co-Chairs are part of a steering group who have the usual responsibilities to ensure the Alliance pursues its objectives effectively and makes good use of its resources. The steering group ensures that all decision-making is grounded in our values. The group is open, transparent and accountable in how it approaches Alliance business.

Members of the steering group:

- Genevieve Ford-Saville at The Henry Smith Charity (Co-Chair)
- Kamna Muralidharan at Paul Hamlyn Foundation (Co-Chair)
- Sharon Shea at Esmée Fairbairn Foundation
- Vanessa Thomas at Comic Relief
- Debbie Pippard at Barrow Cadbury Trust
- Abdou Sidibe at National Lottery Community Fund

Equally Ours (previously the Equality and Diversity Forum) is a UK charity that brings together people and organisations working across equality, human rights and social justice to make a reality of these in everyone's lives; acts as the secretariat for the Alliance.

## **Difference we've made**

One of the Funders for Race Equality Alliance's aims is to increase the amount of racial justice funding that is allocated to the Black and Minority Ethnic (BME) and race equality sector. To achieve this, we need to be able to track how both project funding and core funding changes over time.

The Alliance have designed a simple audit tool to let funders analyse their portfolios, and to help them develop targets and strategies to ensure foundations are appropriately supporting race equality.

For Power to Change, it has highlighted the inequity in the work they are doing and how they are responsible for the active processes which have contributed to (or failed to dismantle) unequal access to their funding. They are having conversations about power, privilege and what they can actively and urgently do to improve the lives of those facing disadvantage. Their two new funding schemes for 2020; CCLORS and the Renewal Fund; both have a strong race equality focus and aim to improve access to funding for BAME communities and disabled people.

Lloyds Bank Foundation used the audit tool to categorise their active grants portfolio and to analyse the success rates of Black, Asian and minority ethnic-led charities applying for funding. Alongside their wider commitment to EDI, the evidence from the audit tool led to

changes in their foundation's grant-making approach, including the introduction of a 25% ringfenced fund in August 2020 for Black, Asian and minority ethnic-led charities.

## **Our membership**

### **Members**

AB Charitable Trust  
Barrow Cadbury Trust  
Esmée Fairbairn Foundation  
Joseph Rowntree Charitable Trust  
Henry Smith Charity  
Children in Need  
Comic Relief  
Paul Hamlyn Foundation  
Baring Foundation  
City Bridge Trust  
Clothworkers' Foundation  
Cloudesley  
Cripplegate Foundation and Islington Giving  
Friends Provident Foundation  
The Goldsmiths Company  
Heritage Lottery Fund  
John Lyon's Charity  
Joseph Levy Foundation  
Joseph Rowntree Foundation  
Lankelly Chase  
Lloyds Bank Foundation  
London Marathon Charitable Trust  
Marshall County Community Foundation  
National Lottery Community Fund  
Oak Foundation  
Open Society Foundations  
Power to Change Trust  
Smallwood Trust  
Spirit of 2012  
The Pilgrim Trust  
Trust For London  
United St Saviours Charity  
Wembley National Stadium Trust

### **Observers**

Association of Charitable Foundations  
Carnegie Trust  
National Emergencies Trust  
Indigo Trust