

Racial Justice in HIV Philanthropy Guiding Principles

November 2021



ACKNOWLEDGMENTS AND DEDICATION

Funders Concerned About AIDS (FCAA) thanks HIV Racial Justice Now for partnering with us in our work on racial justice since 2018. These efforts began with a plenary session at the 2018 AIDS Philanthropy Summit entitled, “We have nothing to lose but our chains - Toward a Racial Justice Framework for the HIV Justice Movement,” followed by further outreach to broader philanthropy, and ultimately, to the development of these principles.

Thank you to the FCAA Racial Justice Working Group for providing both the inspiration for, and valuable input into, this important project. We also wish to thank Christine Campbell, CMConsulting, for leading the development of these principles.

In the spirit of language justice, we would also like to acknowledge and thank José Romero (designsbyjar@outlook.com) for the translation of these principles into Spanish.

Finally, we would like to acknowledge the contributions of Marco Castro-Bojorquez, who helped initiate this effort in body, and continues with us in spirit. We dedicate these principles to his memory.

INTRODUCTION

Structural racism and social determinants of health, such as poverty, homelessness, and less access to healthcare, have long fueled the HIV epidemic within communities of color in the United States. In 2018, Black/African American people accounted for 13% of the U.S. population, but 42% (16,002) of the 37,968 new HIV diagnoses in the U.S. and dependent areas.ⁱ In particular, African American gay men and men who have sex with men (MSM) bear the brunt of the epidemic. African American gay/bisexual/MSM represent less than 1% of the total U.S. population, but one in four new HIV diagnoses infections nationally.

While this data is stark, it hides another critical issue: the lack of consistent access to and reporting data on HIV in transgender women. This often inflates MSM-related data and masks the lived reality of transgender women of color living with HIV.

Following the 2020 explosion of the COVID-19 crisis, in parallel with the global #BlackLivesMatter protests of state-sanctioned violence against African Americans, there has been an increased, public emphasis on racial equity and a slow movement towards racial justice.¹ However, according to the Philanthropic Initiative for Racial Equity (PRE), the philanthropic landscape for this work was already under resourced: in 2018 only six percent of philanthropic dollars supported racial equity work, and even less – just one percent - supported racial justice work.ⁱⁱ

Within the HIV context, recent data from Funders Concerned About AIDS (FCAA) shows that only 14% (\$30 million) of U.S.-based HIV-related philanthropy supported Black, Indigenous, People of Color (BIPOC) communities in 2019.ⁱⁱⁱ² The same communities that, according to the Centers for Disease Control and Prevention, represent close to 70% of people living with HIV in the U.S.

As we examine the distinctions between racial equity and justice, we see that while there may have been increased emphasis, funding opportunities have not necessarily addressed racial equity by explicitly naming BIPOC communities in their intent and strategy, and an inevitably smaller portion of this funding is distributed using a racial justice framework.

In response to the clear gap between resources, as well as recent calls for philanthropic anti-racist action,³ the FCAA Racial Justice Working Group developed a set of racial justice guiding principles that aims to change how funders approach philanthropy.

¹ For definitions of racial equity and racial justice, please read the appendix on pages 5 & 6.

² FCAA's methodology defines BIPOC communities as African Americans, Latinx, Asian/Pacific Islanders, Indigenous/American Indians, and Alaska Natives.

³ Defined as strategies and tactics meant to counter racial prejudice, systemic racism, and the oppression of specific racial groups.

PRINCIPLES

In service to that goal, FCAA calls for HIV philanthropy to commit to the following principles and develop metrics to hold themselves accountable to anti-racist funding that specifically dismantles structural racism, increases funding for racial equity, and moves us towards racial justice in the following ways:

Governance

- Commit to having BIPOC with lived experience in positions of power:
 - On our Boards of Trustees, staff, hiring panels
 - In key organizational leadership roles
 - On our resource allocation decision-making bodies.
 - As part of our strategic planning sessions
 - As reflected in our human resources and program operations

Grantmaking Practices and Capacity Building⁴

- Provide flexible, long-term, core funding opportunities for BIPOC-led communities and community-based organizations
- Employ participatory grantmaking approaches where BIPOC:
 - Are engaged in identifying and prioritizing funding focus areas
 - Participate in the creation of funding opportunity notices of funding availability
 - Participate in the creation of criteria for selection
 - Participate in the decision-making process in determining awards
 - Support Intermediary funders who are better positioned to respond flexibly and quickly to the needs of the BIPOC communities
 - Identify and advance alternative metrics to measures of success and impact of the work being done in communities using quantitative and qualitative information to measure impact.
- Seek advice on funding priorities from BIPOC-led organizations
- Increase funding opportunities to BIPOC-led organizations
- Increase multi-year access to funding by streamlining onerous grant requirements, and processes.
- Provide capacity building technical assistance to BIPOC-led community-based organizations, enhancing their ability to compete, secure, and manage funding opportunities.
- Provide executive coaching and mentorship to BIPOC leaders, supporting their leadership and enhancing their ability to be effective in white dominant/supremacist settings.
- Identify or establish a pipeline process with placement opportunities for BIPOC leaders to hold positions of power, such as board openings, for those who have received capacity building.
- Advance succession planning to ensure the cycle continues and we are continually supporting new and emerging BIPOC leadership.
- Support all phases of building sustainable organizations, including but not limited to policy fellowships, mentoring, non-profit start-up, grant writing, Strategic planning, technology support, marketing, communications, evaluation, financial management, and advocacy.

⁴ The National Committee for Responsive Philanthropy's (NCRP) definition of effective grantmaking for marginalized communities "includes only giving that name marginalized people explicitly in its intent or strategy." NCRP also highlights that this explicit naming is directly tied to both progress and accountability for foundation equity goals.

Coordination and Collaboration

- Work with public and private funders to coordinate resources to promote comprehensive systemic resource allocation, promoting racial equity across the HIV service delivery system.
- Work across sectors that touch the HIV community to promote seamless access to care, treatment, prevention, and supportive services. Sectors include but are not limited to:
 - Humanitarian aid
 - Housing
 - Environmental
 - Medical
 - Mental health
 - Technology
 - Public health
 - Public Safety
 - Human rights
 - Social justice
 - Health equity
 - Reproductive justice
 - Immigrant rights
 - Workforce development
 - Gender equity
 - Racial justice

Philanthropic Advocacy

- Use our power and influence as funders and intermediaries to:
 - Lift up the long-term work that BIPOC-led communities and community-based organizations are doing to address structural racism, inequality, and discrimination.
 - Connect communities and community-based organizations to national, state, and local policymakers.
 - Highlight disparities in funding for BIPOC communities, particularly for those intersectional communities (e.g. gay, bisexual and other men who have sex with men; people living with HIV; cisgender women; people of trans experience; people who have experienced erratic housing; people with mental health issues; people who use drugs; sex workers).
 - Elevate social and racial justice approaches to philanthropy.
 - Increase multi-year funding for political education, advocacy, and leadership development.
- To ensure that Racial Justice remains a priority, funders also commit to:
 - Develop and sustain an industry workgroup made up of individuals and organizations from most impacted communities to continue to provide feedback and recommendations as to progress.
 - Listen to what is needed on the ground from people on the ground and will critically reflect on how to work better in the service of the communities we serve.

APPENDIX: DEFINITIONS AND ENDNOTES

To root the Racial Justice in HIV Philanthropy Guiding Principles in a common understanding, we have provided definitions – and sources there of – of racial equity and racial justice. Further yet, we have provided a definition on how these terms can be defined within grantmaking processes and data.

Broad Definitions:

RACIAL EQUITY

1. Racial equity is the condition that would be achieved if one's racial identity no longer predicted how one fares in a statistical sense. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities, not just their manifestation. This includes eliminating policies, practices, attitudes, and cultural messages that reinforce differential outcomes by race or fail to eliminate them.
2. A mindset and method for solving problems that have endured for generations, seem intractable, harm people and communities of color most acutely, and ultimately affect people of all races. This will require seeing differently, thinking differently, and doing the work differently. Racial equity is about results that make a difference and last.

Source:

1. Center for Assessment and Policy Development.
2. OpenSource Leadership Strategies.

Related Resources: Racial Equity Tools. Available online:

www.racialequitytools.org/resources/fundamentals/core-concepts/racial-equity

Location: FUNDAMENTALS / Core Concepts

RACIAL JUSTICE

1. Racial Justice is the systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all. Racial justice is not just the absence of discrimination and inequities but also the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures.
2. Operationalizing racial justice means reimagining and co-creating a just and liberated world and includes:
 - understanding the history of racism and the system of white supremacy and addressing past harms,
 - working in right relationship and accountability in an ecosystem (an issue, sector, or community ecosystem) for collective change,
 - implementing interventions that use an intersectional analysis and that impact multiple systems,
 - centering Blackness and building community, cultural, economic, and political power of Black, Indigenous, and other People of Color (BIPOC), and
 - applying the practice of love along with disruption and resistance to the status quo.

Source:

1. Race Forward. Race Reporting Guide. 2015. Available online: <https://www.raceforward.org/reporting-guide>.
2. Maggie Potapchuk, "[Operationalizing Racial Justice in Non-Profit Organizations](#)" (MP Associates, 2020). This definition is based on and expanded from the one described in Rinku Sen and Lori Villarosa, "[Grantmaking with a Racial Justice Lens: A Practical Guide](#)" (Philanthropic Initiative for Racial Equity, 2019).

Definitions as applied to grantmaking:

RACIAL EQUITY

- PRE (Philanthropic Initiative for Racial Equity) and Candid adopted a broad definition of racial equity funding to capture the full range of grantmaking in this space. “We define funding for racial equity as grantmaking explicitly awarded to benefit people of color broadly or to organizations that explicitly serve these populations. This grantmaking specifies a focus on people of color but may focus on any number of issues (e.g., arts, education, health) or use any number of approaches (e.g., service delivery, research, advocacy.)”
- A grant may be intended to benefit communities of color, but if the funder hasn’t made that dimension explicit in the grant description or the recipient organization doesn’t specify a focus on racial/ethnic groups in its mission, Candid won’t be able to capture it as such. Candid’s approach to coding doesn’t assume, for example, that a job training program in an area where the majority of the population are people of color actually supports people of color without that information having been made explicit.

RACIAL JUSTICE

- According to PRE, compared with racial equity funding, grantmaking with a racial justice lens “evokes a higher standard” and “[brings] into view the confrontation of power, the redistribution of resources, and the systemic transformation necessary for real change.” Candid defines racial justice funding as that awarded to address the underlying systems and structures that generate and reinforce racial inequality. This funding is awarded to programs or organizations focused on changing systems, often through movement building, policy work, and other rights-based approaches.
- Candid’s approach positions racial justice grantmaking as a subset of racial equity grantmaking. In other words, all racial justice grantmaking is also classified as racial equity, but not all racial equity grantmaking is considered to be racial justice.

Source:

1. Candid. FAQ for Candid’s racial equity data. Available online: www.candid.org/explore-issues/racial-equity/faq

Related Resources: Philanthropic Initiative for Racial Equity. Grantmaking with a Racial Justice Lens: A Practical Guide. 2019. Available online: www.racialequity.org/grantmaking-with-a-racial-justice-lens/

Endnotes:

- ⁱ HIV and American People: <https://www.cdc.gov/hiv/group/raciaethnic/africanamericans/index.html>
- ⁱⁱ Philanthropic Initiative for Racial Equity (PRE). Mismatched: Philanthropy’s Response to the Call for Racial Justice. September 2021. Available online: <https://racialequity.org/mismatched/>.
- ⁱⁱⁱ FCAA. Philanthropic Support to Address HIV/AIDS in 2019. May 2021. Available online: <https://www.fcaids.org/inform/philanthropic-support-to-address-hiv-aids/>.