



Giving Boston and The Twin Pandemics

FROM MOMENT TO MOVEMENT

The Sector

FEBRUARY 2022



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"Giving Boston 2022 and the Twin Pandemics: From Moment to Movement" is the first of a two-part series of reports examining philanthropy in Greater Boston. Produced by New England Blacks in Philanthropy (NEBiP), the report was developed over the course of two years, a time marked by a unique series of historic events, including the worldwide COVID-19 pandemic and the deaths of numerous Black and Latino/a/x U.S. citizens at the hands of police officers. Referred to as "The Twin Pandemics," they contributed to a distinct sense of social, political and economic unease. And they led to ongoing discussions about how the philanthropic sector can work to break down systemic barriers to progress that these events exposed and exacerbated. The study combines literature reviews with information gathered from focus groups and interviews with community activists and leaders of philanthropic organizations. Its intent is to examine the current philanthropic climate in Boston and recommend paths to greater effectiveness. The second part of the report is forthcoming in the summer of 2022.



New England
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New England Blacks in Philanthropy is dedicated to informing, reforming and transforming the practice of philanthropy by bringing forth a paradigm shift from focusing on the deficits of our communities to our assets.
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WHY GIVING BOSTON?

DEAR GREATER BOSTON,

We are proud to present *Giving Boston and The Twin Pandemics: From Moment to Movement*. It is part one of a two-part intercessory study of Boston, race, and philanthropy.

Why Giving Boston? Because we believe giving is one of the most private and public acts that dictates where our hearts are. Whether it is giving of one's time, talent, treasure, ties, or testimony, we are expressing how we feel about our community or collective group when we give.

This study was shaped by *Giving Black®: Boston*, a 2015 report we published that took a broad, comprehensive look at Black philanthropic giving in Boston by examining the practices, motivations, and behaviors of a diverse community of Black donors. We were and continue to be interested in how philanthropy is perceived and relied upon in our various communities. We hope to act as a bridge between our community and the greater philanthropic ecosystem.

What we learned from our work is that many of the frameworks designed in the 20th century are no longer relevant. The recent presidential administration, the “twin” pandemics of COVID-19 and the explosive movement for racial justice have created a rupture in the philanthropic ecosystem. Through this opening, we bear witness to the rawness of racial inequity and discrimination. In response, philanthropy has tried to meet the moment, but is still reliant upon a 20th-century model of issue de jour, which is, according to our study, ineffective.

So the key question that remains is: Does the philanthropic ecosystem want to change? Or, is it just responding to the issue of the day? And if it is the latter, when do we quietly retreat to benign neglect? This study, which was conducted during a period of social and racial turmoil, took the time to listen closely to those involved with philanthropy and in receipt of philanthropy to understand what we need to learn, what we are doing differently, and what is possible in the future.

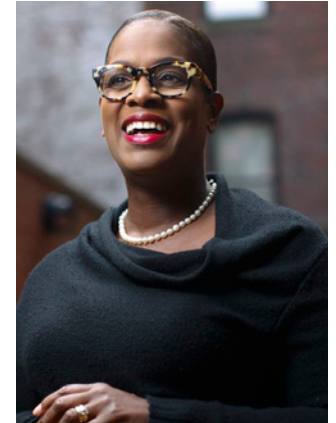
We interviewed over 50 people, held 5 focus groups, and surveyed nearly 600 people to understand the future of giving in Boston and communities of color. This study will be followed by a report that digs further into these issues with

hard data, asking how different communities of color are helping to push philanthropy to forge stronger partnerships with them.

We are grateful to so many people for standing with us to make this study happen. We share our deep gratitude for W.K. Kellogg Foundation and Barr Foundation because without their unwavering support, we would not have been able to do any of this work. In addition, we are thankful for the support of The Boston Foundation, Boston Women's Fund, Ford Foundation, Walton Family Foundation, Boston Chapter of Asian American and Pacific Islanders in Philanthropy, and Emerging Practitioners in Philanthropy and all the interviewees and community of people who participated in this work. We are indebted to NEBiP's team, including Ariel Baker.

Most of all it has been a pleasure and an honor to work with Dr. James Jennings. As a mentor and confidant over the years, the opportunity to have him lead this project has been a complete dream. Saving the best for last, to my partners in crime and leadership team, thank you Aaron Arzu and Bridgit Brown for your enduring support, belief in NEBiP, and our collective ability to increase equity for all.

It is with gratitude that we offer this study to build a better partnership between philanthropists and the philanthropic sector for funding positively impactful initiatives and programming.



Sincerely,

A handwritten signature in black ink, which appears to read "Bithiah Carter".

Bithiah Carter
President, NEBiP

INTRODUCTION

The major aim of this study is to increase understanding of philanthropy in Boston amid “The Twin Pandemics” of the COVID-19 outbreak and the racial justice crisis stemming from police killings of Black and Latino/a/x people.¹

TWO MAJOR QUERIES ARE ANSWERED IN THE STUDY:

- 1 How do donors see themselves in connection with the community and its most pressing needs?
- 2 What are key voices saying about the impact of the twin pandemics on philanthropy in Boston, especially as it relates to communities of color and marginalized groups?

The outbreak of COVID-19 and the witnessing of police brutality and killings against Black and Brown people certainly have added urgency to these questions. Based on a series of conversations and interviews, this study examines how philanthropy can be enhanced to respond more effectively to crises as well as to longtime injustices endured in communities of color among marginalized groups.

This report represents the first of a two-part series. The broad strategies discussed in this report can be used by philanthropic organizations considering how to adopt a “moment to movement” narrative. It can also serve as a platform for community-based organizations in developing peer and trust-based relationships with the philanthropic sector. This report does not describe tactical details since such would need to reflect the missions and work of a range of different philanthropic organizations and actors. But it does represent a strategic framework aimed at forging ahead from “moment to movement.”

The study is based on a select literature review, an online survey conducted in 2018 and 2019, and interviews with over fifty individuals who have led or worked extensively in philanthropic sectors in Boston. Those interviewees have worked, with direct or indirect focus, on racial equity and social justice and with marginalized groups. A separate panel composed of local activists was also organized to tap voices familiar with philanthropy in Boston but primarily composed of those who work in community settings. The panel discussed the themes and recommendations reported in the first wave of interviews. The interviews were approximately an hour in length and all interviewees were guaranteed anonymity unless they indicated their name could be used in the report. (See Appendix for a description of the study's methodology).

THE MOMENT

In 2020 philanthropic organizations responded quickly to the twin pandemics erupting across the nation. As stated in a report last year by the U.S. Department of Housing and Urban Development, “The emergence of the COVID-19 pandemic in early 2020 prompted a rush of philanthropic giving, with funds flowing primarily to human services and healthcare organizations coping with the immediate fallout from the crisis. The pandemic also influenced how and to whom funds were directed. During the first half of 2020, approximately 3 percent of philanthropic dollars were given without restrictions. By the end of 2020, 39 percent of these funds were unrestricted. ... [T]he coronavirus and demonstrations against racial injustice reinforced the need to address racial inequities.”²

The philanthropic sector in Boston also demonstrated leadership, providing immediate support and resources to community organizations working with residents facing life-and-death situations. Many interviewees described what philanthropy and communities of color recently experienced as an important moment. They expressed optimism about the future of philanthropic work and resolving major challenges facing communities of color. But this optimism, it was pointed out, does not mean they are convinced the sector is now part of a movement. The use of the word “movement” conjures events that are connected and produce significant change and are long-lasting.³

Dr. Elena M. Letona, Director of Philanthropy for Episcopal City Mission Society and one of the researchers for this study, touched on these developments. She wrote, “Recent trends in institutional philanthropy ... point to a hopeful horizon. With the 2020 righteous Black Lives Matter uprising, a slice of philanthropy has started to shift. In 2020, I believe there was a significant increase in funding to Black-led organizing. Currently, there are efforts locally and nationally to not only give/invest more funding into BIPOC-led organizing, but to also transform the way that philanthropy has reinforced and entrenched power asymmetries by behaving in a vacuum, being top-down and unaccountable in their grant making, and holding onto wealth that through generations comes from theft, exploitation, and extraction. These are hopeful signs.” But she said: “Nevertheless, they will require intentional funder organizing for them to take root and take flight. Thankfully, more and more, including in Greater Boston, we are seeing leaders of color who cut their teeth as organizers in the ‘trenches,’ take on leadership roles in grant making institutions.”⁴

There was general acknowledgment that the current period represents a crossroads for Boston philanthropy. That is due not only to the possibility of fundamental change on behalf of racial and social justice but also because, according to one interviewee, philanthropic organizations had been enmeshed in a system of racial inequality and, in many cases, were absent from struggles aimed at reducing inequities. Another person said there are “a lot of people wondering, you know, how long this moment is going to last, and then there are others like me who are saying, ‘Well, it’s up to us to prolong the moment to keep these issues at the forefront, and to use this as an opportunity to galvanize and to build strength.’ You know, to be more sustainable. ... I mean, we could go out and raise current money and give it all out to try to solve today’s problems, but that’s not [going] to become the long-term, sustainable model.”

The topic of how long the moment will last in Boston was raised continually. Panelists wondered if this was only a quick reaction that would last briefly before things go back to the previous normal. This is a potential danger, given the national record thus far. A recent report – *Mismatched: Philanthropy’s*



Response to the Call for Racial Justice – offers a “detailed analysis of funding from 2015-2018 and a preliminary analysis for 2020.” Philanthropic rhetoric notwithstanding, “funding for racial justice, grassroots organizing, and movement-oriented work remains low,” the report said. And, as a forewarning for Boston: “There remains a mismatch between what the movement for racial justice is calling for and what funders are supporting – as evidenced most clearly by the low levels of support for grassroots organizing.”⁵

A related issue, though not exclusive to the Black community, is that for a very long time in Boston, Black voices were not lifted in conversations to identify community problems or seek their resolution. As described by one interviewee, a “White narrative” is not balanced with Black voices. Another interviewee said: “[T]he first thing you look at in Boston, and many places around the country when you look at the nonprofit sector, is that the majority of executive directors and leadership are not people of color, predominantly Caucasian. But when you look at the workers within those nonprofits, they are predominantly people of color.” This observation was borne out in a recent national study of nonprofits.⁶

INTRODUCTION

One Asian American interviewee said philanthropy still has to change: “In my opinion, philanthropy in Boston has strings attached and is never in the form of money directly given to individuals in need. Studies have shown that the best way to help people in need is not through programs but with straight cash. ... I would say that communities of color give money to those in need without strings attached. We similarly don’t police people about what they did with the money.”

A Black interviewee working in the philanthropic sector said, “The business of philanthropy and the business of people don’t connect.” In other words, people of color on the ground don’t connect the broad policies and practices of philanthropic organizations with their own daily interests. One foundation representative pointed out that “there are few Blacks, Latinos [or] Asians making decisions about how [philanthropic] money is spent.” This structure also creates a disconnect. While there should be racial and ethnic diversity at all levels of philanthropic organizations, this interviewee said, it’s vital that community representatives be at the table helping to make decisions. The latter point is important to highlight – helping to make decisions – because, as a study by the Applied Research Center found nearly two decades ago and others have shown since, greater diversity among foundation staff does not necessarily lead to increased giving to communities of color or to racial justice initiatives.⁷

PHILANTHROPY AND BOSTON’S FUTURE

An observation by Martin Luther King is appropriate for this study: “ ... We are faced with the fact that tomorrow is today.”⁸ Boston is witnessing demographic developments that have immediate and long-range implications for philanthropy. One is that communities of color, particularly Latino/a/x populations, will continue to grow as a proportion of the total population. The ethnic diversity within the Black, Latino/a/x and Asian communities probably will also continue to grow, in part due to increased immigration. Further, Black residents will continue to be concentrated in certain parts of the city, though to a lesser extent this is also the case for Latino/a/x and Asian persons.

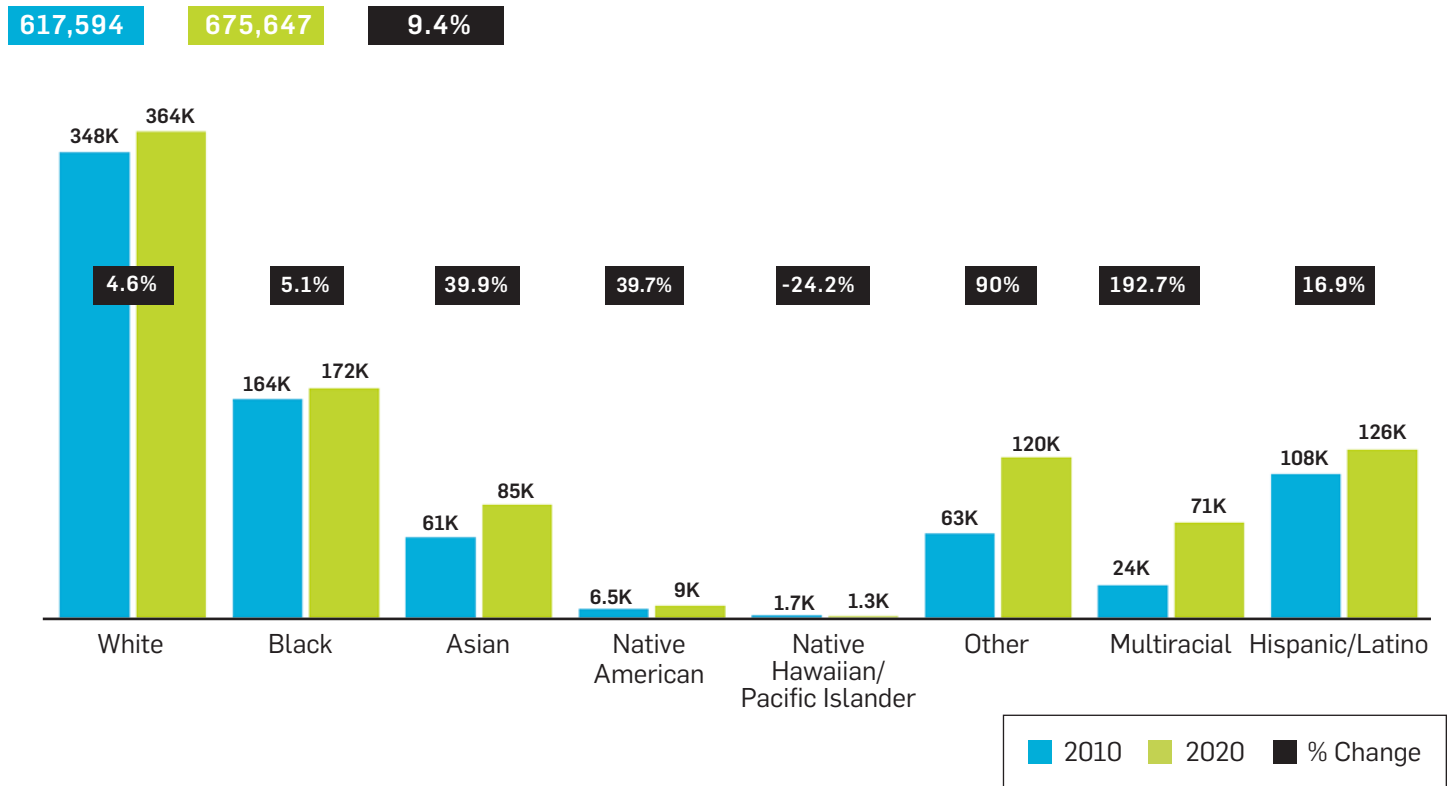
Only a few interviewees articulated concerns about Boston’s changing demography for philanthropy. Yet local and national population changes are significant and may have dramatic implications. By 2050, “minorities” will be half of the U.S. population.⁹ Dr. Hsin-Ching Wu, one of the researchers for this report, noted that the Asian American population in Greater Boston grew 227% from 1990 to 2017, a gain of 256,000 people. Citing the same source (a joint report by the Boston Indicator, The Boston Foundation, University of Massachusetts Boston, and the UMass Donahue Institute), Wu said the Latino/a/x population grew 191%, an increase equivalent to nearly 350,000. There is tremendous diversity

“... We are faced with the fact that tomorrow is today.”

– Martin Luther King



BOSTON POPULATION TOTALS



within the Asian American population in terms of ethnicity and cultural backgrounds, educational attainment and socioeconomic status.¹⁰

Growth within the Black and Latino/a/x communities of color is associated with the relative youthfulness of these communities. A majority of all children in Boston, age 17 and under, are Latino/a/x or Black. The proportion is even higher for children under 5. And, again, unless some drastic changes occur, the overwhelming number of children and adults who are impoverished will be from these same communities. Further, population projections for Boston’s young Black and Latino/a/x persons indicate significant growth over the next several years.¹² While few respondents raised the subject of demographic shifts, some said younger people of color should be represented at the philanthropic table. One interviewee said, “[W]hen it comes to funding ... they might have a very interesting perspective as to who they are choosing as recipients for grants.”

A leader of a major foundation stated in an interview, “These are issues that require sustained long-term investment. [This] cannot be a one set of grants to do our racial justice work, and then we go back to the way that we’ve done things. This has to be a full-scale interrogation of the way we function, who we partner with and how we partner – the ways in which we do our work, the level of trust that we instill in others. So, there’s a whole body of work that I think we need to be doing as institutions.” The foundation leader added that Boston “must overcome a legacy of anti-Blackness.” This must be addressed because from the Puritans to busing to this very moment, Boston has had a comfortable relationship with anyone but Black. Another individual said it is “important that program officers have the background and experiences to understand how racism works in subtle ways.” There appears to be the conclusion that many philanthropic decisions are siloed, metered and managed as if philanthropy were only about wealth management, while completely overlooking the historical and continuing effects of race and racism in Boston.

INTRODUCTION

THE CALL FOR EQUITY: MEETING NEEDS FOR EQUALITY DOES NOT EQUAL EQUITY

A McKinsey & Company report published early in the health pandemic described how COVID-19 exposed greater social and economic needs in Black communities:

“Community context is the sum of public and private assets in a community. Persistent economic and residential segregation, political underrepresentation, and disparities in public services and investments in public goods make Black families less likely than White families to live in communities that facilitate socioeconomic development and mobility. Those same neighborhoods are also the ones most in need of support.”¹³

For communities of color across Massachusetts, the issue is not only about addressing continuing inequality but also about confronting inequity. In the era of COVID-19, and of efforts to support Black lives, stop Asian hate and

promote racial justice, a failure to apply a lens of racial equity or power limits philanthropy's impact on social and economic issues.

A few interviewees stated that while liberal philanthropic interests might give money and resources to help children in Black or Latino/a/x communities, the absence of a racial equity or social justice lens means they can perpetuate paternalistic views and practices in communities of color.

Those communities can benefit when philanthropy finances not only social services and nonprofits in the areas of poverty alleviation, education or housing, but empowerment, as defined by residents and the recipients of such benefits, remains invisible. It can render residents powerless and voiceless, removing them from substantive matters such as decision-making, implementation and evaluation or assessment.

THERE ARE SEVERAL THEMES IDENTIFIED BY INTERVIEWEES AND FOCUS GROUP PARTICIPANTS. THEY INCLUDE:

1

The importance of understanding that communities of color represent an untapped market in philanthropy

2

A lack of innovative strategies to tap or enhance the potential of individual donors in communities of color

3

The under-representation of individuals with strong community roots in philanthropic decision-making circles

These key themes led to eight broad recommendations, which are more fully explored later.

Giving Boston 2022 is a tool to assist NEBiP and other organizations understand how to develop and expand a new “philanthropic narrative” about the role of donors in expanding community engagement through a lens of social and racial justice. In the context of the challenges highlighted by COVID-19 and the urgency of Black Lives Matter and a racial justice movement, Giving Boston 2022 is a call for greater communication and collaboration between philanthropic organizations and the people and civic organizations that need them.



4

A lack of support and resources from Boston philanthropy for community organizing

5

The existence of biases about communities of color that frame how philanthropy is practiced in Black and Latino/a/x communities

6

Limited philanthropic support to build the collective political power of Black, Latino/a/x and Asian communities in Boston



ENHANCING PHILANTHROPY AMID
COVID-19 AND
RACIAL JUSTICE



AMID COVID-19 & RACIAL JUSTICE

Philanthropy is charitable giving and can take many forms.¹⁴ A historically accurate definition of philanthropy includes the sharing of time, talent, treasure, ties and testimony. Philanthropy, therefore, involves more than individual donors, foundations or even corporate donors.

To illustrate this key point, the table below shows the range of money donated by race and ethnicity as reported in the NEBiP survey.

This observation is emphasized here to remind the reader that as representatives of the philanthropic sector ponder the meaning of “moment to movement,” the reality of a strong tradition of internal giving by Black, Indigenous, and People of Color should not be overlooked or minimized. And giving can involve locally and culturally defined practices which can be informal, not documented, yet have both short-term and long-lasting impacts.

BOSTON PHILANTHROPY IN THE CONTEXT OF COVID-19 AND THE RACIAL JUSTICE MOVEMENT

Interviewees described in several ways what philanthropy means to them.

“I don’t think you have to be wealthy to be a philanthropist ... My definition is that you know someone who has something to give and that can be your money, time, ideas and wants to impart them in a way that generates some kind of good in the world.” Another person differed, saying, “The word ‘philanthropist’ to me means an extraordinarily wealthy individual.” To be sure, some participants may be involved in philanthropy, but do not describe their work as such: “Some individuals think about their work more in terms of charity and, by that, I mean giving to people who are less fortunate. ... Giving to good causes, giving to help people in their hour of need, their moment of need, their time of need, you know, versus giving to make change.”

Another interviewee said, “[A] lot of individuals who give, you don’t necessarily think in terms of philanthropy ... because they see causes that touch their hearts, or are involved in their church. ... They volunteer somewhere, so they’re going to give.” There were concerns that philanthropy is “White,” “wealthy,” and “big.” And the media provides widespread exposure to this view. In turn, this leads to “language and definitions” which leave out other voices. This is consistent with the observation

IN THE LAST 12 MONTHS, HOW MUCH MONEY DID YOU GIVE PHILANTHROPICALLY?

| | AAIP | | BLACK | | LATINO/A/X | | WHITE | | TOTAL | |
|---------------------|------|-------|-------|-------|------------|-------|-------|-------|-------|-------|
| \$0 | 0 | 0.0% | 0 | 0.0% | 1 | 5.0% | 2 | 1.6% | 3 | 1.2% |
| \$1 - \$1,000 | 8 | 50.0% | 34 | 33.0% | 8 | 40.0% | 40 | 29.2% | 90 | 32.6% |
| \$1,001 - \$5,000 | 5 | 31.3% | 29 | 28.2% | 5 | 25.0% | 51 | 37.2% | 90 | 32.6% |
| \$5,001 - \$10,000 | 2 | 10.0% | 26 | 25.2% | 2 | 10.0% | 15 | 10.9% | 45 | 16.3% |
| \$10,001 - \$25,000 | 0 | 0.0% | 11 | 10.7% | 2 | 10.0% | 15 | 10.9% | 28 | 10.1% |
| \$25,001 OR MORE | 1 | 6.2% | 3 | 2.9% | 2 | 10.0% | 14 | 10.2% | 20 | 7.2% |
| TOTAL | 16 | | 103 | | 20 | | 137 | | 276 | |

of one respondent: "The language of philanthropy ... is curated through institutional giving, and they define 'giving' based on who they give to, what they want to give and when to give."

At one level, interviewees generally agreed that philanthropy is trying to change as a result of COVID-19 and the exposure of widespread social and racial injustices to mainstream American audiences. There was also consensus that philanthropy has no blueprint for this new space in which we find ourselves. One potential change they perceived is that philanthropy is moving towards advocacy and activism.

Several interviewees explained that philanthropy has become more supportive of addressing systemic barriers to full equality. A respondent described philanthropy as "opportunity, potential and endless possibilities. ... The pandemic has shown us that philanthropy can be nimble and flexible." Another individual said, "It started to change because, I think, the philanthropic sector is realizing, like, the one way to drive systemic changes is through sometimes policy change and that requires getting a little political, right?"

It was acknowledged that COVID-19 and the Black Lives Matter movement are alarms for philanthropy. The real issue now is "staying awake from the wake-up call." An interviewee

said: "It's a moment that's poised to be a movement if we stay the course and stay focused."

Another wondered if substantial and sustained change is possible without changing power relations: "There are those who have wealth who are giving to those who don't have wealth and, therefore, get to decide how and to whom the wealth is given." According to this individual, there is a social hierarchy of wealth, and "institutions that have been set up to safeguard this wealth, so that it largely stays at the top of the social hierarchy." This reflects the idea that philanthropy is "both a system that perpetuates power and privilege and decision-making, and it's a mechanism and a means to unleash power privilege." This suggests a wait-and-see perspective on the part of some participants.

"A lot of what happened during the pandemic was charity," a panelist remarked, while another said, more skeptically, "I remain critical because I feel maybe it's starting to shift in the last year, but it's too soon to tell. But I feel that the philanthropic community has their own interests and agendas."

To be sure, another participant stated, "I see that there are more Brown faces, there are more Brown people and Black



AMID COVID-19 AND RACIAL JUSTICE

people ... and other people who have risen to management positions and executive-level positions.” But this may not be sufficient for significant and sustained social change: “Since the uprisings, and certainly since COVID-19, there have been temporary new funding streams to specific communities and organizations that hadn’t been recipients of these funding streams before – but is this just temporary?” Philanthropy is seeing more diversity, and people of color leading foundations, and more funds led by people of color. “It is a trend right now ... But how do we make it a sustainable movement?” a participant asked. And another said, “I think

that as foundation staff become more diverse themselves, there’s been more respectful treatment of communities of color, I hope. But I think that what I know for myself to be true is there’s a funding gap for people of color-led organizations in town.” A related query, posed humorously, went like this: “How do you support this corps of younger diverse people coming into the field so that they’re not turning into old White people by the time they’re in their 40s?” This means that even an increase in diversity does not, by itself, create fundamental change.



FRAMEWORKS FOR UNDERSTANDING KEY ISSUES AND PRIORITIES

Interviewees did not come to a consensus on a specific issue or challenge that should be prioritized because of COVID-19 and the pursuit of racial and social justice. Their focus was more on how philanthropic sectors need to effectively respond to continuing and arising crises ravaging communities of color and marginalized groups. Responses fell into two broad categories. While some saw the need to expand philanthropy to meet needs generated by or exposed by COVID-19 and racial injustice, another group insisted that there needed to be a fundamental change in thinking in how philanthropic organizations interact with and form relationships in underserved communities. The latter involves greater emphasis on challenging institutional and systemic factors. This basically reflected a split in how interviewees described philanthropy: one group associated this concept with charity and helping people; the other associated philanthropy with an opportunity to fundamentally challenge racial inequities and social injustices.

A continuing lack of diversity in philanthropic organizations is associated with the relatively small amounts of funding directed to community-based BIPOC organizations. Increases in diversity among foundation staff has not historically increased giving to communities of color or racial justice efforts.¹⁵ Nationally, grant making for people of color has declined as a proportion of grants awarded by the largest 1,000 foundations. For Blacks, the proportional decrease has been more significant: 3.8% of these grants went to Blacks in 1998, but only 1.9% in 2005 and 1.5% in 2006.¹⁶ In 2005, the nation's largest foundations gave \$33.6 billion; among the top 50 recipients to receive grant dollars from leading foundations that year, only one was ethnic in its focus – the United Negro College Fund, which was awarded 83 grants valued at \$69.6 million.¹⁷ In 2014, for instance, only 0.26% of all foundation dollars specifically targeted AAPIs. This compared to 0.30% for Native Americans, and 1.06% and 1.25% for Latino/a/x and Black communities, respectively.¹⁸ Mainstream philanthropic support for BIPOC organizations has historically been sporadic and relatively small. These patterns are reflected locally as observed by a

long-time philanthropist: “very [few] philanthropic dollars go to BIPOC communities.”

Participants interviewed for this report said they were interested in achieving equity in health, education and economic opportunity, though they placed particular emphasis on issues such as food security, basic shelter and displacement. Another need exposed by the spread of COVID-19 is access to computers and other devices and free internet connections, which was suggested as critical for quality public education.¹⁹

As discussed later in this report, these issues are not just Black issues, but are echoed in other communities. As an example, there is some overlap with Latino/a/x priorities, including education, health, human services, aid for the economically disadvantaged, children and youth, ethnic and racial identity.²⁰

In Asian American, Native Hawaiian and Pacific Islander communities, 60% believe the government should ensure access to health insurance, 57% support immigration reform, 59% support expanding federal programs for low-income people to pay rent and 70% consider themselves environmentalists. Nearly 60% prioritize environmental protection over economic growth.²¹



AMID COVID-19 AND RACIAL JUSTICE

Challenging Four Biases and Knowledge Limitations

Interviewees pointed to four major biases in philanthropy in Greater Boston. In addition, despite literature and experiences to the contrary, there is still a relatively low awareness of Black people's rich tradition of philanthropy. While this will be a focus of Part II of this study, it is important to acknowledge this reality now. According to Dr. Emmet Price III, "Black people have been active donors to causes, initiatives and campaigns in Boston since the 17th century."

BIAS 1 WE HAVE A TERMINOLOGY LEARNING GAP²²

Where these individuals did not have economic wealth as measured by assets, their human capital was the necessary sweat equity to build the city of Boston, the Commonwealth of Massachusetts, and much of their combined resources. However, many, particularly amongst BIPOC Boston's working class, when asked, do not see themselves as participants within the realm of philanthropy. Stewardship, perhaps, for our church folk, but not philanthropy and certainly not development.

BIAS 2 THERE IS A POPULAR MISCONCEPTION ASSOCIATING PHILANTHROPY SOLELY WITH WEALTHY WHITE PEOPLE

The Black community has resources that can be leveraged to expand giving in any number of formats. An important, recent example is the founding of the New Commonwealth Fund by a group of Black and Latino/a/x corporate executives.²³

In a study titled "Diversity in Giving: The Changing Landscape of American Philanthropy," the authors found that non-Hispanic Whites make up three-fourths of donors even though they represent 64% of the population, concluding that both Blacks and Latinos are underrepresented in the donor universe (Asian donor participation, on the other hand, was

congruent with the size of the Asian population). In an even more powerful observation, it is noted that while Blacks and Latino/a/x are underrepresented in donor rolls, they actually donate more frequently than other donor populations.²⁴

BIAS 3 THERE IS A DEVALUATION OF BLACK, LATINO/A/X AND ASIAN AMERICAN DONORS

Such views are based on disregarding the history of struggles by Black residents and other people of color, and of their accomplishments in community and city life. Interviewees touched on a widespread microaggression, summarized as "I need to be seen by you to validate my work." In other words, unless one's community is endorsed, selected or mentioned by philanthropy, and unless that endorsement is considered under the values those representatives of philanthropic institutions choose, then that community's work is devalued. In a context with limited diversity or few community connections, decisions about what should or should not work, and what should be supported by philanthropy, are often made without substantive community agency.

Even "liberal" philanthropic organizations have approached Black and Latino/a/x communities in colonialist and paternalistic ways. Thus, while many individuals with liberal leanings are ready and eager to help assuage the manifestations of systemic racism, they may have less enthusiasm for funding significant and sustained social and systemic change to promote racial equity. What might be referred to as mainstream philanthropy reflects preferences for dealing with only parts of a challenge, or problems based on deficit views, where Black communities are perceived as morally or culturally lacking, accompanied by a dearth of social and economic resources.²⁵ The latter is reflected historically and in contemporary discussions. For example, many recent discussions and research focusing on social capital have presumed that such is lacking in Black communities. Researchers at the University of Pennsylvania's Wharton School, for example, found that donors can see Black teenagers as lazy and irresponsible.²⁶ So, even those who profess enthusiasm about providing resources for young

Black children may nevertheless hesitate to support Black teens.²⁷ An interviewee said: “You need to hear from people who you are serving, lest the giving becomes paternalistic.” Paternalism will not be reduced until philanthropy becomes more diverse at all levels.

BIAS 4 BLACK, LATINO/A/X AND ASIAN AMERICAN COMMUNITIES SEEN AS ESSENTIALLY SINGLE ENTITIES

The observation by Jessica Chao, a contributor to the anthology *Philanthropy in Communities of Color: Traditions and Challenges*, is still relevant. She cautions, “Cultural biases towards Asian-Americans can be framed as overlooking the reality that this is not a monolithic community, but rather represented by great diversity in culture and languages. And Asian-Americans are growing in numbers and continually changing in terms of their cultures and languages.”²⁸

One interviewee acknowledged the Black community is also not unitary: “African Americans [have] been rooted here for hundreds and hundreds of years. ... But Haitian Americans don’t necessarily have the same history or the same allegiance” or priorities, for example. This reality has been documented in studies including *The State of Black Boston*, published by the Urban League of Eastern Massachusetts, and *Blacks in Massachusetts: Comparative Demographic, Social and Economic Experiences with Whites, Latinos, and Asians*, published by a group of Black organizations.²⁹ Both studies documented the historical diversity within Boston’s Black community and elsewhere in Massachusetts. Some interviewees suggested that this robust reality is often overlooked in discussions among leadership in philanthropy.

Philanthropic accountability to communities of color was discussed in the interviews and the focus group. Community-based organizations and nonprofits in communities of color will continue to be faced with fundamental challenges. As described in a 2018 study, these key issues include responding to fiscal pressures; strengthening internal capacity; expanding strategic collaboration; and tapping economic potential.³⁰ Clearly there is a need to change how

some philanthropic sectors interact with communities of color. One person described the current relationship as “an ivory tower [that] lacks connection to the ground where the dollars are actually supposed to be put to work.” A funder admitted a disconnect between grant making and community-based nonprofits: “Like, I’m not the one doing the work, OK? I have to trust that the people doing the work know how to do it.” It is this trust that interviewees believe is lacking.

In the context of the COVID-19 pandemic and the push for racial justice, will philanthropy be held accountable for its select and collective policies, practices, funding and assessments of what is working towards systemic change? And if so, how? These may be new questions in the world of philanthropy as it relates to communities of color. But accountability should be directed not just at community or corporate foundations: “That’s only one piece of the puzzle and that’s not where the majority of philanthropic dollars are,” said an interviewee, speaking about the role family foundations could play. Participants asked whether family foundations will be progressive, or continue holding on to their power based on personal or family wealth.

An interviewee called for older and family foundations to examine their historical roots to determine if they were connected to earlier systems supporting racial inequalities. This person said the funds’ forgotten history could, if uncovered, shed light on how giving patterns emerged and impacted racial inequities. Another participant said approaches based on accepting racial hierarchy also must change. Concern was expressed by some about the use and dominance of deficit models in addressing problems facing communities of color.

This was primarily associated with what was described by some as “charity” philanthropy. One respondent said there’s a perceptible attitude from “charitable philanthropists” that “I’m going to save you from yourself, I’m going to save you from this, the deficits of your community. ... Or I am going to give you exposure to something better?” The charity model does not seek to change the social and economic systems. Instead, “It’s the lens of deficit for the group that’s receiving resources. It is a blind eye towards the assets, the talents, the aspirations, and the geniuses that reside in said community.

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And, so, it's all about, kind of, overlaying resources on top of something that's defined mainly as broken, instead of pulling out from that community what needs to be grown in order for that community to thrive." Several times a critique was captured and summarized as a concern that some foundations "are still in that age of philanthropy where they're saying, 'I know what you need. ... Here's what you need.'"

Ensuring racial and ethnic diversity at all levels of philanthropy is critical to enhance the impacts of philanthropic activities and to nurture strong positive relationships with communities of color – not just for showcasing or tokenism, but to introduce the possibility of real change within philanthropic sectors.

To become more supportive of antiracist policies and politics there must be more "communication around what we are able to do and where we are able to push on those levers to make those changes," an interviewee said. If philanthropy is to have a new transformative face, it must support groups that are engaged in politics and community organizing aimed at changing policies, and not just civic education or human service delivery.

“ Black Boston presents a phenomenal opportunity for modeling the power of Black Giving. We could blossom a culture of Black stewardship so that the thousands of professionals who come to Boston and tap local resources while here, will reinvest their higher earnings back into the city before departing. ”

– Dr. Emmett G. Price III

Donor strategies can be directed towards strengthening community organizations and strengthening on-the-ground organizing. Funders can target health and the environment, public education, housing and business expansion. Financial support should be framed in ways that increase groups' outreach to residents and to connect across neighborhoods. Implementation should be guided by principles of economic justice. In addition to operating resources, philanthropy can provide technical assistance and opportunities for institutional growth. A potential tool for the latter is to begin sharing wealth through endowments or low-cost, long-term loans for purposes determined by the community organizations themselves.

Philanthropy should expand from the notion that it is about the equitable distribution of available funding dollars. An interviewee said philanthropic investing should be "transformative for communities. ... That doesn't always mean investing in nonprofits; it could be investing in for-profits," such as small businesses. Likewise, the respondent said some philanthropy ought to expand its conceptualization and change its language, going beyond giving to the needy and seeking opportunities to "disrupt and transform" and to be "catalytic."

Across the board, the failure or incapacity to close a persistent racial wealth gap – along with the attendant disparities in health, education and housing – was cited as a failure of philanthropic work in communities of color. In seeking to build wealth in Black and Latino/a/x communities, it's very important to encourage donors to think beyond supporting grants to community organizations involved with housing, for example, however worthy that endeavor may be. Direct investment in strategies such as providing down payments for homes, or using groups' collective financial strength to underwrite loans, especially in the face of continuing mortgage and lending discrimination, might be more effective. Direct investment philanthropy is in its early stages in Massachusetts and must ultimately be expanded.³¹

Funders can also facilitate the growth and participation of donors representing communities of color. Dr. Emmett G. Price III, President & CEO of Black Christian Experience Resource Center, points out that "Black Boston presents a

phenomenal opportunity for modeling the power of Black Giving. We could blossom a culture of Black stewardship so that the thousands of professionals who come to Boston and tap local resources while here, will reinvest their higher earnings back into the city before departing.” A study for the Greater Boston Latino/a/x Network made a similar proposal, saying that new Latino/a/x professionals working in Boston could be a considerable source of giving dollars to assist community-based organizations to build endowments.

While respondents believe institutions can help communities build wealth, when asked in the NEBiP survey if they had a personal plan for wealth inheritance or transfer, the overwhelming majority of respondents did not answer the question. Among all respondents, those answering “yes” (87) were moderately higher than those answering “no” (62). The pattern held across all groups (though actual responses from Asian Americans and Latinx were especially low). Nearly half (45.8%) declined to answer. Funders can investigate whether wealth transfer in communities of color needs more of their attention; partnerships with businesses and local groups could encourage wealth retention among these populations.

As one interviewee said, there must be “a massive information campaign, right, and engaging more of us in this conversation of ‘Here’s how you can invest. Here’s how you know it’s investing to build wealth.’ But it’s investing to give back as well and uniting those a little bit better.” A 2020 report sponsored by the Greater Boston Latino Network, “To Leaders in Boston,” made a similar recommendation.³²

Along those lines, a respondent said that “as Latinos become more influential and build more wealth, there’s going to be more opportunities to direct and shape how they give.” but currently “there’s a lack of knowledge ... of what is philanthropy.”

Participants endorsed cross-cultural affinity groups as important in helping link communities of color to build and emphasize collective work and impact, professional development and networking. Joint efforts can target issues that impact many economically distressed and disenfranchised communities. Some earlier instances of such collaborations included groups like the Association



of Black Foundation Executives, Hispanics in Philanthropy, New Generation of African American Philanthropy, Black Philanthropic Fund and Asian Americans in Philanthropy. Their work, their examples of cross-community collaboration, should be extended to organizations and nonprofits working at neighborhood grassroots levels.

Many interviewees strongly endorsed a call for Black, Latino/a/x and Asian communities to work together on initiatives. “Each community could learn something from every other community. ... It would be the common ground, [it] would be how we all do this differently and it can be [that] we learn from each other,” one said. Conversations could start with answering the questions: “What are the most “common priorities in those communities” and in each of them individually? And, further, “How can philanthropy be a facilitator or convener”? Another person added that such collaboration could represent an “umbrella” that helps each community to organize better and to engage better, “directly with the outside.”

Collaboration can build solidarity and respect, a participant said: “I want a lot more cross-pollination and people talking to each other and doing things with each other, because that builds community ... and it builds trust.” And “as a result of putting other communities together, you can learn more

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about different pieces if you do stuff and they start to overlap. And I think that's actually gotten to be pretty interesting, whereas, yeah, they were pretty separate."

Results won't happen overnight. It would be important for all groups to feel equally part of such collaboration. An interviewee who strongly endorsed greater collaboration among communities of color on philanthropy said Asian Americans sometimes feel excluded: "When philanthropy is looking at supporting needs and the Black and Latino/a/x communities, you know, what about the Asian community? And that's been ignored." One observer called for better understanding of "the Asian American community, the different ethnicities, the wide diversity within, [including languages] and income disparities." I want a lot more cross-pollination and people talking to each other and doing things with each other, because that builds community ... and it builds trust.

BUILDING TOWARDS PHILANTHROPIC ACCOUNTABILITY

Quantitative and qualitative data about giving in communities of color must be expanded. If this is a time of change, as many interviewees said, then there is an opportunity to identify, collect and analyze data while incorporating the voices of residents: "We must also build metrics about what equity is, and how do we enhance and sustain change towards equity. ... What does it mean to bring a racial equity lens to our work? ... What does it mean to bring an antiracist lens to our work? ... [And how do we build] focus and capacity to listen more directly to people who experienced poverty, and that's largely Black and Brown people in our communities, and how are we engaging them in the needs-assessment process and in the selection process in an ongoing way?"

According to another recent report, philanthropic organizations should focus on "reviewing and retooling how they partner with community organizations" while accounting for and monitoring outcomes to ensure impact and inclusion of community perspectives.³³

Data and information should be collected and analyzed in terms of traditional giving (donations to charities), but also giving in communities of color that goes beyond donations.³⁴ The notion of generosity must expand to include examples of people making sacrifices to benefit their own and other communities. Though hard data is important, this might be captured more with stories than actual tabular data. Relying exclusively on hard data can overlook social realities that are more difficult to measure precisely. The interviewees shared many important and empowering stories about their own experiences related to their thoughts about philanthropy.

Data collection and interpretation should not be based on superimposed narratives that overlook the complete story of Black economic worth. For example, it is often repeated that the net worth of Black households in Boston is \$8 compared to \$250,000 for White households. This is based on a study of surveys sponsored by the Federal Reserve Bank of Boston. It is an important statistic to think about and generate ideas about how to change this situation. (Although to some it may generate pity). But it is not a complete story. A 2021 Federal Reserve Bank of Boston study suggests variables such as Social Security and pensions that should also be part of an assessment of racial wealth gaps.³⁵ By only focusing on the \$8, philanthropy can easily overlook a critical question in terms of building Black wealth: How can millions of dollars circulating in Black communities get processed in ways that generate wealth in those communities?

There should also be a clearinghouse of foundations responsive to community needs and partnering with community-based initiatives by issue areas. This can also include a directory of foundation boards and staff by racial and ethnic diversity. Data can also be collected to understand similarities and differences of donors in communities of color by age, status, geography and ethnicity. This also means designing measures which include donor activities (money, time and talents) in these communities.

Training and professional development for staff in philanthropy should also include examining how demography might impact challenges to philanthropy in coming years. Only a few interviewees were aware of the demographic changes on the horizon, and thus could not comment on implications for their own work and future-looking perspectives. Studies point to the explosion in the growth of Black and Latino/a/x children moving into young and later adulthood. Discussion about this demographic reality seems almost absent in philanthropic circles, based on the observations and input of interviewees.

Interviewees associated the call for greater accountability with attention to “trust-based philanthropy” as a framework for giving and work in communities of color. Flowing from a project started in 2020, trust-based philanthropy is about redistributing power – systemically, organizationally, and interpersonally – in service of a healthier and more equitable nonprofit ecosystem. On a practical level, this approach includes multiyear unrestricted giving, streamlined applications and reporting, and a commitment to building relationships based on transparency, dialogue and mutual learning.³⁶ As further explained by one interviewee, this means

giving with “no strings attached, just cash” to organizations and leaving it to recipients to determine how to spend the money.

The McKinsey report called for similar approaches, without referring to them as trust-based philanthropy: “The philanthropic sector can invest in Black-led, community-based organizations that have pre-existing trust and connection to Black communities and provide critical supplementary social services. Black-led nonprofits tend to have smaller cash reserves and are more likely to struggle in a downturn. Foundations can allocate more giving to organizations that are likely to have a harder time raising money from other sources.”³⁷

Trust-based philanthropy can encourage investments that are more appropriate for the recipient organizations. As pointed out by a participant in the focus group, foundations “want to invest in organizations that already have a certain infrastructure, but they’ve never given the money to help.” Further, some foundations designed their own templates for strengthening or increasing the capacity of community organizations led by people of color. An interviewee raised the

“ The philanthropic sector can invest in Black-led, community-based organizations that have pre-existing trust and connection to Black communities and provide critical supplementary social services. Black-led nonprofits tend to have smaller cash reserves and are more likely to struggle in a downturn. Foundations can allocate more giving to organizations that are likely to have a harder time raising money from other sources. ”



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example of grant makers focusing on grants for development positions. At one point, “We realized when we first started thinking about, well, we have these organizations that are led by Black and Brown people, and they don’t have half the resources of the Boston Boys & Girls Clubs. They don’t have endowments. So, we thought, well, what do we do in philanthropy to help? And I think the biggest strategy that funders had for years was, well, let’s fund the development director position for a couple of years and really help them launch and begin to build the capacity to raise money. But the trouble is that I don’t think you build a significant development effort with one person and in two years, and I don’t think philanthropies ever had the patience to make the long-term investments in building the machine that raises [the] money that makes an organization into an institution.”

Trust-based philanthropy would be a move from “helping” to “catalytic or transformative, a tool to disrupt and transform,” an interviewee said. A more-widespread adoption of the practice would change the “language of philanthropy” from one that’s “fairly White dominated” today, the interviewee said. Trust-based philanthropy has the potential to minimize “all the stuff that makes busywork for nonprofit entities and

for community members and takes away from quite frankly what [philanthropists] truly would want their grant dollars to be doing.” It can also reduce the tension and “the friction that typically exists between your grant recipients and communities and grant givers.”

The purpose of giving and grants should be “up to the recipient for how they spend their money. No one knows better than the person.” A similar sentiment was captured by another interviewee who simply stated: “We don’t need your help, we need.” In our discussions, an example of trust-based philanthropy was provided: “I’m going to give you \$100,000 and you do what you think it’s important to do in your sector. ... You don’t have to report to me, you have to report to the community, and I want to hear how you’re doing. Because you’re not accountable to me for those hundred thousand dollars, you’re accountable to the community.” The same person said this is how philanthropy has often worked among White men with wealth. “We learned that we could be flexible, we learned that we could trust. We need to understand that that is something that we need to hang on to, not something that goes away because the pandemic goes away.”





GIVING BOSTON

POWERING PHILANTHROPIC EQUITY



GIVING BOSTON RECOMMENDATIONS



RECOMMENDATIONS

Based on the perspectives of many interviewees in this study, a narrative existed well before COVID-19 and the racial and social justice movement, one in which philanthropy and giving in Boston did not substantially focus on the root or systemic causes of racism, or in taking actions that would empower communities of color to make substantive decisions about how wealth should be utilized to ameliorate or abolish racial inequities. Interviews with the respondents pointed to 8 recommendations to enhance how philanthropy can help propel Boston towards racial and social justice, or, as the phrase used in this report suggests, shifting from moment to movement.

The purpose in Part I of this study is to encourage a progressive mindset about philanthropy and communities of color in Boston. The observations and recommendations offered by interviewees are critical for progress in the hoped-for “new normal” period. As Elizabeth Pauley of The Boston Foundation said: “The lessons we’ve learned from crisis grant making through the COVID-19 Response Fund should guide philanthropy’s ‘new normal’ practices: trust community leadership; understand and listen to needs they articulate for and with their communities; use data to guide our choices, and use a range of measures to capture the near-term and longer-term change.”³⁸



The recommendations echo earlier calls pertaining to Black communities in the United States. A McKinsey report states: “[T]he goal is not to provide a static set of instructions but to provide an analysis of Black America’s most acute needs and initial ideas about how stakeholders might invest resources. The fact that many of these solutions are not novel means the pandemic can be an opportunity to build more equitable systems that can increase resilience for Black Americans, communities, and institutions in the long term.”³⁹ A more equitable system will require qualitative change in the dominant mindsets of philanthropy today. The proposed actions can enhance the role that philanthropy can play in enhancing democracy and making Boston a model for other cities.

1 TRAINING FOR LEADERSHIP AND STAFF AT FOUNDATIONS TO UNDERSTAND HOW TO CULTIVATE DONORS AND SUPPORT THE ISSUES IN COMMUNITIES OF COLOR THAT THEY CARE ABOUT

Through workshops and other forums, the philanthropic sectors should be introduced to information and discussions about communities of color and marginalized groups in Boston. This information can begin with basic history, demography and social and economic characteristics of communities of color. These sessions should be facilitated by grassroots voices and community-based organizations. It would represent an opportunity for new and experienced representatives of philanthropy to explore historical biases of this sector, and how to change them.

There also should be training opportunities for leadership and staff at foundations to understand how to cultivate donors and support issues that donors in communities of color care about. This can include online videos or webinars with real-life donors explaining how they make funding decisions and craft budgets to meet their goals of increasing philanthropy. And there should be tools for understanding how racism and exclusion of communities of color has occurred throughout American history and how this history connects to present and future funding priorities.

2

INCREASING AND ENHANCING THE WORK OF PHILANTHROPY ACROSS BOTH SOCIAL AND ECONOMIC SECTORS

Philanthropic sectors should expand collaboration with banking and financial sectors to explore innovative ways to reduce the racial wealth gap by focusing on concrete issues like increasing homeownership in communities of color. Using the example of homeownership, there are important innovations that philanthropy can support now, such as lessening or eliminating the burden of down payments for low-income and working-class households. Or, funding should be available for community-based groups to establish community land trusts in various parts of Boston.

The Black Mass Coalition – whose members include the Black Economic Council of Massachusetts, the Boston Ujima Project, City Life/Vida Urbana, Families for Justice as Healing, King Boston, North American Indian Center of Boston and Young Abolitionists – has called for establishing a \$1 billion reconstruction and rehabilitation fund “to support alternative economic institutions, grassroots organizations, small nonprofit organizations, business development initiatives, land repatriation and Black- and Indigenous-owned businesses.” This is the kind of initiative that with careful planning should be supported.⁴⁰

Philanthropy can also partner with current small business assistance programs to mitigate risk. And, importantly, philanthropy can assist in building bridges between microenterprises, small businesses and neighborhood infrastructure. Actions in this area must be coupled with attention to health and education disparities, issues that are not unrelated to the vitality and health of small businesses.

“[T]he goal is not to provide a static set of instructions but to provide an analysis of Black America’s most acute needs and initial ideas about how stakeholders might invest resources.”

– McKinsey report

3

REVIEWING INSTITUTIONAL, FOUNDATION, OR FAMILY HISTORY AND PRACTICES IN THE ACCUMULATION OF WEALTH DURING EARLIER PERIODS OF RACIAL OPPRESSION

Foundations should initiate reviews of their own institutional or family history and practices during earlier periods of racial oppression, studying how wealth accumulation occurred and how it may have been linked to racial inequality. This should include explicit focus on how such earlier histories have contributed to racial and ethnic inequalities and inequities today. These reviews should also focus on how strategies and approaches to giving in communities of color might be perpetuating deficit views of these communities and their residents.

There seems a dearth of information about how fortunes of White families and White-controlled businesses were accumulated over generations and evolved into philanthropic foundations. A historical review could be especially important as Boston considers the adoption of reparations as atonement and redress for earlier racial exploitation and transgressions.

4

EMPHASIZING COMMUNITY ORGANIZING AS CRITICAL TO TAKING PHILANTHROPY FROM MOMENT TO MOVEMENT

Community organizing is critical to transform philanthropy from moment to movement. Philanthropic sectors should considerably expand funding for community organizing – as that term is defined by community-based organizations, rather than imposed by the philanthropies themselves. Initiatives should be aimed at designing and strengthening and expanding the capacity of community-based organizations led by people of color.

As Boston continues to grow in racial and ethnic diversity, it will be important for philanthropy to support communication among these communities and help to build their collective political power. Efforts can be aimed at sponsoring and supporting intercommunity discussions and initiatives about strategies for resolving inequality and inequities in

RECOMMENDATIONS

Boston, as well as encouraging greater collaboration across communities of color on enhancing the effectiveness of philanthropy. Generating new conversations and devising novel strategies would aid communities of color and White middle-class and working-class communities. Given Boston's changing demography, such cooperative efforts could have a significant impact.

In addition, we recommend starting a public discussion space about communities and philanthropy. Under the name the Give Black® Alliance, this effort would collect and share information with community organizations about effective programs, as well as sound, community-oriented philanthropic practices. The Give Black® Alliance would work with others across communities of color to create similar communications networks.

5 INCREASING AND INSTITUTIONALIZING RACIAL AND ETHNIC DIVERSITY IN PHILANTHROPIC DECISION-MAKING IN WAYS THAT SUBSTANTIALLY REFLECT COMMUNITY AND GRASSROOTS VOICES

Decision-makers in philanthropic circles should be more racially and ethnically diverse – and, more importantly, substantively connected to community and grassroots voices. Without the latter, greater racial and ethnic diversity could, ironically, actually strengthen class biases within philanthropy. Simply adding people of color to ongoing decision-making processes is not adequate.

Responding to poverty, poor housing, poor schools, poor health, poor air and poor jobs must have a racial equity and social justice lens. And it is precisely why the voices representing communities of color must be at the table. It is they who must define what racial justice looks like, and how it should be funded on their own frontlines. The time of mainstream philanthropy alone deciding how problems and challenges in communities of color should be defined,

analyzed and interpreted must end. The substantial and sincere involvement of people and communities receiving philanthropic funding is necessary if we are to focus on sustained social change. And we must think about how mainstream philanthropy determines who best speaks for or represents community-wide interests. Democratic processes for these kinds of decisions must be local and community-based.

6 COLLECTING DATA AND INFORMATION, BOTH QUANTITATIVE AND QUALITATIVE, RELATED TO DONOR AND GIVING PATTERNS IN COMMUNITIES OF COLOR

Philanthropic institutions must collect information, both quantitative and qualitative, numbers and narratives, related to donors and giving patterns in communities of color. Introspection about the possibility of false but powerful images and symbols about race and equity presented in the media and scholarly literature should be continually examined. The collection of this information and its analysis must be linked to daily, immediate and transformative policy changes.

For the above to occur, research about communities of color should no longer be exclusively the purview of liberal or conservative Whites working in circles protected by the claim of objectivity. Explicit or implicit claims should be challenged, especially in situations where these individuals have no roots or experiences working or living in communities of color in the context of daily struggles. Philanthropic organizations should work with academic partners, such as three based at the University of Massachusetts Boston, that have long histories of working with communities of color in Greater Boston: the Mauricio Gaston Institute for Latino Community Development and Public Policy, the Institute for Asian American Studies and the William Monroe Trotter Institute for the Study of Black Culture.

7

ESTABLISHING AND ENHANCING ACCOUNTABILITY MECHANISMS TO MEASURE AND ASSESS PHILANTHROPY'S WORK WITH COMMUNITIES OF COLOR IN BOSTON

Philanthropists must consider implementing a trust-based approach when working with communities of color, a key factor in progressing from moment to movement. Essentially, this is a call for sincere and sustained partnerships. It posits that people responding to issues in their communities must be at the forefront in determining the most effective solutions. It does not mean that measurable impacts are ignored as a critical concern. But residents must help decide what is to be done, how it is to be done and what metrics will be used to gauge success.

8

DESIGNING A READER-FRIENDLY DIRECTORY OF PHILANTHROPIC ORGANIZATIONS AND RELATED WORK IN THE GREATER BOSTON REGION AS A COMMUNITY-BASED TOOL FOR PHILANTHROPIC ACCOUNTABILITY

A reader-friendly and accessible directory of philanthropic organizations in the Greater Boston region should be planned and published by a local organization to highlight the missions and work of specific organizations, including boards of directors and staff. Funding should be available to share this kind of directory widely among community-based organizations. The directory should include staff by race and ethnicity, and track funding for community-based organizations and initiatives led and supported by people of color. Initial release of the directory should include a few community meetings to review the directory.

We recommend support for the Give Black® Alliance, which would serve as a public square for sharing ideas and information about communities and philanthropy, with an emphasis on equity and local empowerment. This initiative could serve as a model for like-minded groups in other communities of color. The alliance also could work closely with those other new groups in a network that holds philanthropy accountable.

A citywide forum focusing on philanthropy in communities of color should be organized twice a year to highlight giving, in its many forms, in these communities. Philanthropic funding can be used to help collect information about giving and organizing. Based on solicitation of significant community input, there should be an annual recognition of groups that stand out for helping transform philanthropy from moment to movement. Organizations can be honored for work in health, education, economic empowerment, housing and other areas.



A woman wearing an orange hijab, dark sunglasses, and a light blue surgical face mask is holding a white cardboard protest sign. The sign has the words "NO JUSTICE NO PEACE" written on it in black and red marker. The word "NO" at the top is in red, "JUSTICE" is in black, "NO" in the middle is in red, and "PEACE" is in black. The woman is standing outdoors on a grassy area with other people in the background, some of whom are also wearing masks.

NO
JUSTICE
NO
PEACE

CONCLUSION

BOSTON PHILANTHROPY AT A CROSSROADS



CONCLUSION

BOSTON PHILANTHROPY AT A CROSSROADS

Part I of *Giving Boston 2022* suggests that Boston philanthropy is at a crossroads in its relationships with the Black community and other communities of color. The immediate philanthropic responses to the exposure of racial injustices committed by agents of the state and to the inequalities and inequities revealed by COVID-19 were timely and significant. Earlier, it was reported that some interviewees working in the philanthropic sector were hopeful that dealing with systemic racial inequalities and inequities would finally be addressed in substantive ways. Others were more cautious, asking if this was just a moment.

It will take fundamental changes in Boston philanthropy to respond positively to these kinds of concerns. As suggested in our research, simply talking about change will not make it happen. We must look inward to ensure decisions made about wealth and its sharing address continuing racial inequities and injustices. Our recommendations, while broad and overarching, help to show how to get from moment to movement.

A FEW COMMENTS FROM REPRESENTATIVES OF COMMUNITY-BASED ORGANIZATIONS TENDED TO BE MORE DIRECT AND HARsher:

“ [S]ome of them are pretending to listen and just hoping that it’s going to go away soon, and they will do what they can now to make themselves look better and to make up for the lack of support that they’ve had in the past.”

“ Are they going to put their money where their mouth is, and it is going to be investing in the long-term systemic issues and not just putting a Band-Aid on? ”

“ I also feel that what is being offered is like lip service, because if ... foundations, sitting on billions of endowment funds, if they really wanted to do something ... about their asset allocations, [they would]. ”

“ George Floyd? I’m not minimizing that. ... But the thing about it is that ... people choose what they want to see. ... And, today, they’re choosing that they want to see the injustice, but what scares me is how long is that going to last? ”



MASSACHUSETTS STATE HOUSE

THERE WILL
BE A BETTER
WORLD



APPENDIX

METHODOLOGICAL NOTE



METHODOLOGICAL NOTE

The interview questions for the study included:

- What does philanthropy look like in the Black, Latino/a/x, Asian, White or LGBTQ community today?
- What are major challenges related to philanthropy in these communities?
- What are concerns about the role of philanthropy in these communities?

These questions were framed by a set of open-ended and more specific queries, included, but not limited to, the following:

- How would you define philanthropy? What does it involve?
- What are your own motivations for giving and where do you give?
- In your opinion, how is Boston's changing demography impacting philanthropic sectors?
- How would you describe the relationship between philanthropic sectors and communities of color in Boston?
- How would you describe giving patterns in the Black community? Latino/a/x community? Asian community? LGBTQ community? What are the major characteristics?
- What do you see as similarities, and differences, in philanthropy across these communities?
- In the context of COVID-19, is it possible to consider actions or tools to increase or sustain giving in communities of color?
- How can Black, Latino/a/x and Asian voices be amplified inside philanthropic sectors, but also in decision-making about the practices of these sectors in their communities?
- What kinds of information or data are important for philanthropic sectors to enhance work related to racial and ethnic equity?

- How can philanthropy be utilized to encourage and support greater collaboration and connections across service delivery silos, but also across communities of color? How can it be used to enhance democratic deliberation and community input with the direction of philanthropy?
- How have recent events, including COVID-19 and the Black Lives Matter movement, impacted your views about philanthropy?

Responses to these questions were descriptively coded and analyzed in terms of ideas or suggestions offered regarding enhancing the broad relationships between philanthropy and communities of color in Boston. We utilized literature and survey data to provide context to responses by the interviewees. The literature review focused on major ideas and findings directly or indirectly associated with philanthropy and communities of color locally and nationally over the last two decades. The review included research publications, foundation studies, and select historical materials.

The first wave of interviews was composed of representatives of the philanthropic community in Boston. They included three executive directors or presidents of local foundations and six senior program officers.

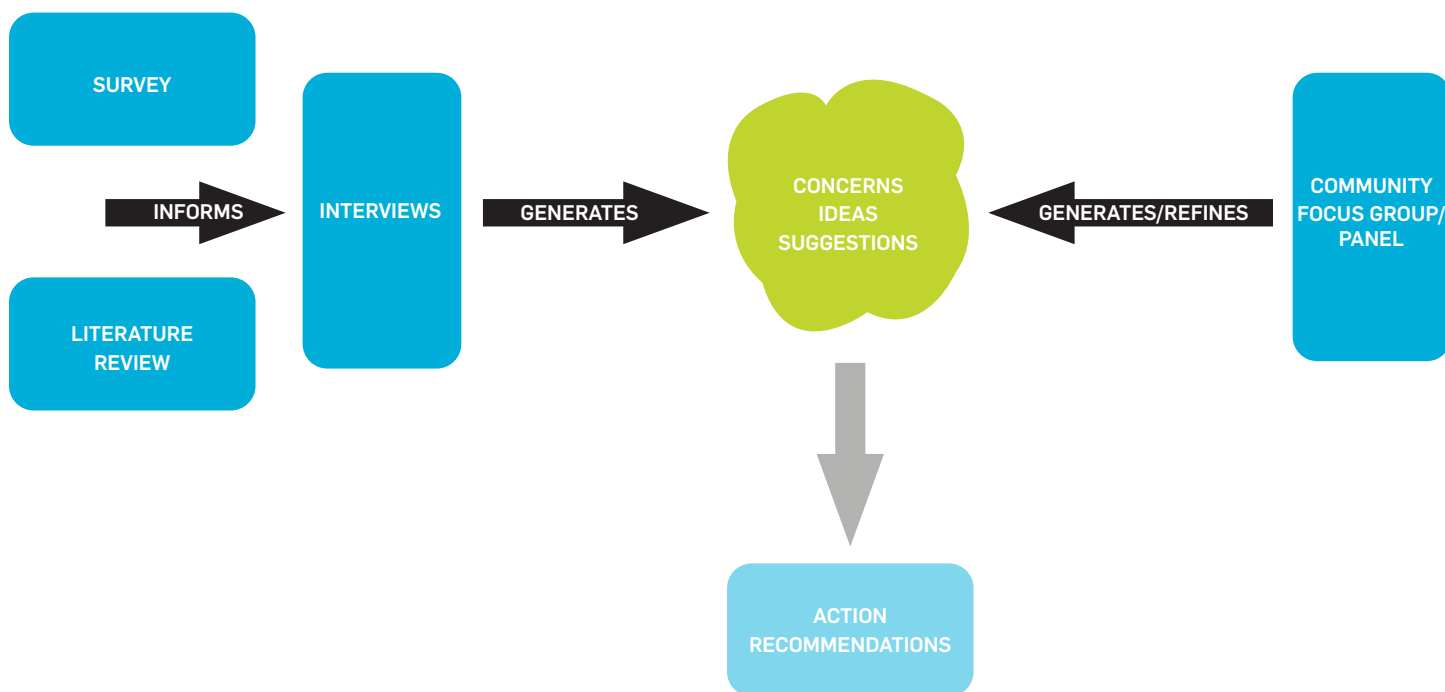
The study utilizes some responses from a NEBiP Qualtrics survey of 306 persons involved with philanthropy, conducted in 2018 and 2019. (There were a few responses reported for 2020). Of the 306 respondents, 35.3% were Black; 6.5%, Asian American or Pacific Islander; 7.2%, Latino/a/x; and 50.6%, White. The Native American category was less than 1% of respondents. Most Black respondents reporting dates of birth were Baby Boomers (born between 1946 and 1964), as was the case with the majority of Whites. The purpose of the survey was to assess similarities or differences to a series of questions involving giving by racial and ethnic groups. Most respondents were Black or White, and females represented more than two-thirds of all respondents. A few survey limitations are to be noted. First, it was conducted online and is not random. Also, a significant number of the responses were reported before the height of the COVID-19 pandemic

and the national exposure of police violence against Black people and other people of color. And there were relatively few responses from Asian and Latino/a/x persons. Despite these limitations, some survey responses are utilized to help in framing discussions in this report.

A community-based focus panel was organized with the purpose of reviewing preliminary recommendations and incorporating insights from individuals involved extensively with grassroots initiatives in Boston. The participants worked in the areas of youth development, education, housing and public health. This focus group was facilitated based on recommendations culled from review of the interviews. Participants described their own activism in Boston in communities of color and relationships, experiences,

observations and concerns they may have had with philanthropy while working in their communities. They were also asked to review the preliminary recommendations emerging from the first wave of interviews that might be amplified or critiqued from their perspectives. They were also asked if the preliminary recommendations were incomplete in any way. This helped to ensure that final recommendations reflected philanthropy defined in a broad way, including persons directly working in philanthropic sectors and community representatives involved with giving in local settings and in less formal ways. A final wave of interviews was conducted with a small number of individuals with senior experience in philanthropy who had done extensive work with communities of color.

THE FOLLOWING CHART SUMMARIZES THE METHODOLOGY FOR THIS STUDY:



METHODOLOGICAL NOTE

OTHER NEBIP REPORTS

Giving Black Boston: An Intimate Portrait of Black Stewardship in Boston makes several recommendations for meeting the needs of Black donors who, in the opinion of many, have not been fully tapped as a philanthropic resource.

Giving Black Cincinnati: The Legacy of Black Resistance & Stewardship provides an understanding of the specific issues, including the opportunities and constraints that impact Black philanthropic giving in the Greater Cincinnati, Ohio area.

Giving Black Greater Richmond: The Legacy of Black Ingenuity & Collective Power represents an acknowledgment and celebration of Black philanthropy since the inception of Richmond, Virginia.

Giving Black Hampton Roads: The Genesis of American Black Philanthropy highlights a region's early history of Black philanthropy and details Black donors' current attitudes, beliefs, practices, and trends in this area of Virginia.



FOOTNOTES

¹ The terms Blacks and African Americans are used interchangeably; Latino/a/x refers to Latinos and Latinas, and individuals who describe themselves as Hispanic.

² U.S. Department of Housing and Urban Development, *Evidence Matters* (Summer 2021); this statement is based on a study by Grace Sato, et al., *Philanthropy and COVID-19: Measuring One Year of Giving*, Center for Disaster Philanthropy (2021), and Emily Finchum-Mason, et al., *Philanthropic Foundation Responses to COVID-19 Nonprofit and Voluntary Sector Quarterly*, vol. 49, no.6 (2020).

³ See, for example, <https://www.shondaland.com/act/news-politics/a33087030/fight-for-racial-justice-is-a-movement-not-a-moment>; also, <https://www.nytimes.com/2018/05/15/magazine/when-does-a-moment-turn-into-a-movement.html>.

⁴ Elena Maria Letona, *Philanthropy in and for the Latino/a/x Community*, NEBiP Background Memo (June 2021).

⁵ <https://racialequity.org/mismatched/>.

⁶ Lewis Faulk, et al., *Nonprofit Trends and Impacts 2021: National Findings in Diversity and Representation, Donation Trends from 2015-2020, and Effects of 2020*, Urban Institute (October 2021).

⁷ Rinku Sen and Will Pittz, *Short Changed: Foundation Giving and Communities of Color*, Applied Research Center (2004). Available at: <https://www.issuelab.org/resource/short-changed-foundation-giving-and-communities-of-color.html>

⁸ Dr. Martin Luther King, Jr., Riverside Church, New York City (April 4, 1967).

⁹ Pew Research Center (March 2019).

¹⁰ See, <https://www.bostonindicators.org/-/media/tbf/files/forum-materials/asian-community-fund-presentation-20201029.pdf?la=en>

¹¹ James Jennings, Miren Uriarte and Jen Douglas, *Latino/a/x-Led Nonprofits in Boston Today: Contributions, Challenges, and Lessons Learned*, Study Commissioned by the Greater Boston Latino Network (October 2020).

¹² Andrew Wolk and James Jennings, *Mapping Momentum for Boston's Youth: Programs and Opportunities for Black and Latino Young Men*, Root Cause (Summer 2016); also

see, <https://www.boston.gov/departments/immigrant-advancement/immigrant-demographics>

¹³ McKinsey & Company, *COVID-19: Investing in Black Lives and Livelihoods* (April 2020), p.10.

¹⁴ Erica Hunt and David Maurrasse, *Time, Talent and Treasure: A Study of Black Philanthropy* (New York, NY: Twenty-First Century Foundation, 2004).

¹⁵ Sen and Pittz, op.cit.

¹⁶ Cohen, op.cit.

¹⁷ Coalition for New Philanthropy, *Building Bridges to Communities of Color: A Toolkit for Engaging Donors of Color* (2005).

¹⁸ State of Philanthropy Among Asian Americans and Pacific Islanders. (2020). In AAPI Data (p. 4). Retrieved from <http://aapidata.com/blog/2020-aapi-philanthropy-report>

¹⁹ Also see other studies highlighting specific issues; for example, see, Susan Batten Taylor and Nathaniel Chioke William, *The Case for Funding Black-led Social Change*. BSCFN (February 2017); Ashley Nellis, Ph.D., *The Color of Justice: Racial and Ethnic Disparity in State Prisons*, The Sentencing Project (June 2016). For a report about racial disparities in criminal justice in Massachusetts, see: <https://hls.harvard.edu/content/uploads/2020/11/Massachusetts-Racial-Disparity-Report-FINAL.pdf>.

²⁰ See, www.Latino/a/xfunders.org.

²¹ *Call to Action: Aligning public and private investments in Asian American, Native Hawaiian, and Pacific Islander Communities*. Available at: <https://aapip.org/publications/a-call-to-action-aligning-public-and-private-investments-in-asian-american-native>.

²² Emmett G. Price III, NEBiP *Giving Boston 2022 Study*, Background Memo (June 2021).

²³ See, <https://www.wcpo.com/news/insider/Giving-Black-new-study-explores-legacy-power-and-potential-of-Black-philanthropy-in-cincinnati>.

²⁴ Rovner, M., & McCarthy, D., *Diversity in Giving: The Changing Landscape of American Philanthropy* (2015). Available at: <https://institute.Blackbaud.com/asset/diversity-in-giving/>.

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²⁵ Also see, Patton Davis, L. & Museus, S., "What Is Deficit Thinking? An Analysis of Conceptualizations of Deficit Thinking and Implications for Scholarly Research. *Currents*, (2019); at <https://quod.lib.umich.edu/cgi/p/pod/dod-idx/what-is-deficit-thinking-an-analysis-of-conceptualizations.pdf?c=currents;idno=17387731.0001.110;format=pdf>

²⁶ *The Root* (March 2012), <https://www.theroot.com/stereotypes-hurt-Black-teen-programs-1790890561>.

²⁷ Ibid.

²⁸ Jessica Chao, "Asian American Philanthropy: Acculturation and Charitable Vehicles" in Pier C. Rogers, Ed., *Philanthropy in Communities of Color: Traditions and Challenges*, Association for Association for Research on Nonprofit Organizations and Voluntary Action (2001).

²⁹ *State of Black Boston: A Select Demographic and Community Profile* (2010). Available at: <https://sites.tufts.edu/jamesjennings/files/2018/06/reportsStateOfBlackBoston2010.pdf>; also, James Jennings, Barbara Lewis, Richard O'Bryant, Rachel Bernard, Linda Sprague Martinez, and Russell Williams, *Blacks in Massachusetts: Comparative Demographic, Social and Economic Experiences with Whites, Latinos, and Asians* (2015). Available at: <https://sites.tufts.edu/jamesjennings/files/2018/06/reportsBlackComparativeExperience2015.pdf>.

³⁰ See the report by James Jennings, *Community Based Organizations and the Nonprofit Sector in Massachusetts: Where Do We Go From Here?* Available at: <https://sites.tufts.edu/jamesjennings/files/2018/06/reportsCommunityBased2005.pdf>.

³¹ *The Boston Globe* (June 27, 2021).

³² Greater Boston Latino/a/x Network, Boston, MA. (October 2020), p. 4; 41.

³³ www.BECMA.Org/BlackMass, p.17.

³⁴ Fortunato, Karla and Sessions, Kathryn, Philanthropy at the Intersections of Health and the Environment. Washington, DC: *Health Affairs*, (May 2011); also see *Black Philanthropy Initiative*, Arizona Community Foundation (2019).

³⁵ Jeffrey Thompson and Alice Henriques Volz, *A New Look*

at Racial Disparities Using a More Comprehensive Wealth Measure, Federal Reserve Bank of Boston (August 16, 2021).

³⁶ <https://static1.squarespace.com/static/607452f8ad01dc4dd54fc41f/t/609871cf7f0bf7797f3e4c12/1620603343379/TBP-Overview-final.pdf>.

³⁷ McKinsey & Company, op. cit., p.13.

³⁸ Elizabeth Pauley, *Philanthropy: Make Grantmaking More Responsive and Community-Informed* (March 19, 2021); https://www.bostonindicators.org/reports/report-website-pages/covid_indicators-x2/recovery-series/grantmaking.

³⁹ McKinsey & Company, op. cit., p.2.

⁴⁰ www.BECMA.Org/BlackMass, p.12.

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