

**RACIAL
EQUITY**

Funders for
Lesbian
and
Gay
Issues

Racial Equity
Campaign
Benchmarks



Measuring Foundation Support for LGBTQ Communities of Color

When Funders for Lesbian and Gay Issues (FLGI) launched its Racial Equity Campaign in 2007 to increase philanthropic support for LGBTQ communities of color, we dreamed of a philanthropic sector rooted in fairness and opportunity. We sought to bridge the racial divide splintering our organizations, movements and society. We pictured an inclusive civic discourse, fresh perspectives, strategic and sustainable alliances, and the know-how to tackle the structural inequities in our communities. We imagined collective prosperity, something for each of us, enough for all of us—an idea that has become imbued with more meaning in an economic downturn when the need for services increases, when our vital organizations contract in size and when the value of multi-issue, imaginative solutions grows in purpose.

These benchmarks set the baseline for measuring our collective progress on this campaign. In the spirit of transparency and accountability, we've outlined our goals in three areas: the philanthropic sector, individual foundations and LGBTQ people of color organizations. Beginning with 2007 data collected from FLGI's original studies, we'll update these measurements every year, ensuring that each of us—funders, organizations and FLGI—can keep an eye on the progress we make.

As our research reveals, LGBTQ grantmakers have been an undeniable force in LGBTQ rights, the philanthropic sector and our larger civil society. From 2002 to 2007, they provided more than \$304 million to LGBTQ communities around the country. Further, foundation dollars to LGBTQ people of color efforts grew from \$1.2 million in 2002 to \$7.8 million in 2007.¹

Despite this tremendous growth, foundation giving that explicitly reaches people of color accounted for a modest 10.1 percent of all LGBTQ foundation dollars in 2007. Further, only one in four LGBTQ grantmakers explicitly supported organizations that serve LGBTQ communities of color in 2007. And these funding streams often don't reach groups working within LGBTQ communities of color; according to FLGI's original research, 57 percent of autonomous LGBTQ people of color groups reported receiving no foundation revenue for their latest annual incomes.²

¹*On measuring support for LGBTQ communities of color.* These figures include grants to organizations and projects that, as reported by foundations, explicitly serve LGBTQ communities of color or address issues of racial equity (e.g. research reports, communications projects. Some foundations have noted that they award grants to organizations that do not specify addressing racial inequities and/or reaching communities of color yet might still benefit these populations, given the organization's setting and diverse clientele. Others counter that these types of grants should not be included since it's unknown whether their programming effectively reached communities of color and/or whether it addressed the racial disparities in their constituents. For the purposes of these benchmarks, we measure only grants to groups that explicitly serve LGBTQ communities of color or address issues of racial equity—relying on self-reporting by foundations, a review of 990s, and annual reports posted online and on the Foundation Center's online database.

²Funders for Lesbian and Gay Issues, *Building Communities: Autonomous Lesbian, Gay, Bisexual, Transgender and Queer Organizations in the U.S.* (New York: FLGI, 2008); and Funders for Lesbian and Gay Issues, *Lesbian, Gay, Bisexual, Transgender and Queer Grantmaking by U.S. Foundations: Calendar Years 2002-2007* (New York: FLGI, 2005-2009).

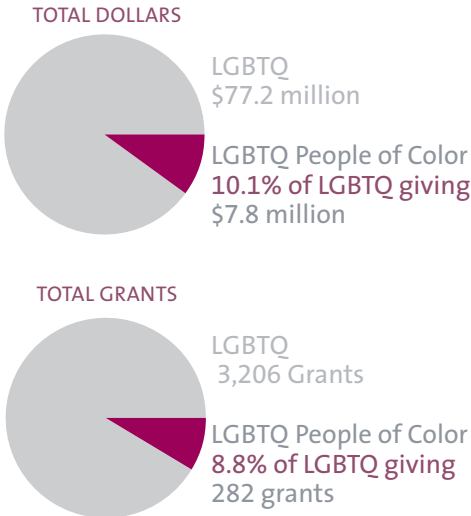
GOAL 1

To increase the level of funding for LGBTQ communities of color and issues of LGBTQ racial equity

More specifically: Ensure that at least 15 percent of total dollars that reach LGBTQ organizations and projects explicitly serves LGBTQ communities of color or addresses issues of racial equity, by the end of 2010.

Why this benchmark is important: It tracks whether the dollar amount awarded annually by U.S. foundations to LGBTQ communities is equitably distributed to the breadth of our communities—promoting fairness and opportunity for all.

The benchmark: In 2007, approximately 10 percent of total dollars (and 9 percent of total grants) went to organizations explicitly serving LGBTQ communities of color or addressing issues of racial equity.



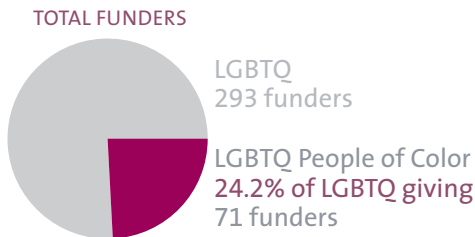
GOAL 2

To increase the number of funders explicitly supporting LGBTQ communities of color

More specifically: Increase the total number of funders explicitly supporting organizations that serve LGBTQ communities of color or address issues of racial equity. Additionally, the campaign aims to increase the level of support among LGBTQ grantmakers. (As one strategy, FLGI has been working with various LGBTQ grantmakers to institutionalize a racial equity lens into their grantmaking and internal operations.)

Why this benchmark is important: It allows us to understand how individual foundations are promoting racial equity in their grantmaking. Further, assessing the contributions of specific foundations tracks whether an overall increase in giving across the sector—measured in goal 1—is attributable to a handful of foundations or more evenly shared across funders.

The benchmark: In 2007, nearly one in four U.S. funders of LGBTQ issues awarded any funding to organizations explicitly serving LGBTQ people of color or addressing issues of racial equity



The benchmark: Of the 56 U.S. grantmakers that provided more than \$100,000 (through five grants or more) to LGBTQ communities in 2007, 16 funders awarded 15% or more of their annual LGBTQ giving to organizations explicitly serving LGBTQ people of color or addressing issues of LGBTQ racial equity.

% of LGBTQ Dollars to Organizations Explicitly Serving People of Color or Issues of Racial Equity

1. The Paul Rapoport Foundation	74.2% (\$471,000)
2. Surdna Foundation	43.9 (150,000)
3. Astraea Lesbian Foundation for Justice	38.5 (713,272)
4. Ms. Foundation for Women	29.1 (57,000)
5. Funding Exchange	27.7 (108,856)
6. Proteus Fund (Civil Marriage Collaborative)	27.1 (390,000)
7. Colin Higgins Foundation	26.3 (50,000)
8. California Endowment	25.5 (382,500)
9. New York Community Trust	25.1 (147,000)
10. Stonewall Community Foundation	22.8 (147,243)
11. Liberty Hill Foundation	21.7 (101,000)
12. Anonymous	21.6 (185,000)
13. Unitarian Universalist Veatch Program at Shelter Rock	19.6 (60,000)
14. Pride Foundation	19.2 (28,161)
15. H. van Ameringen Foundation	18.3 (505,000)
16. Arcus Foundation	17.9 (2,110,474)

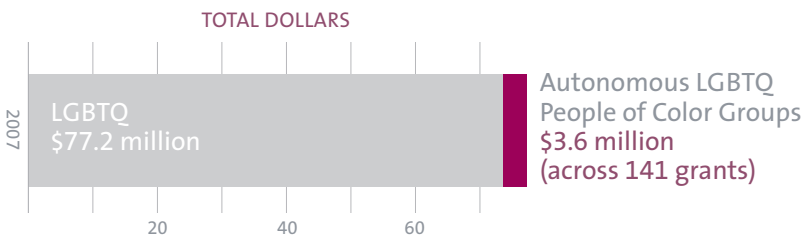
GOAL 3

To increase the annual level of funding reaching autonomous LGBTQ people of color organizations

More specifically: Stimulate additional dollars to autonomous LGBTQ people of color organizations so that annual giving to these groups reaches \$7 million by the end of 2010—double the amount of 2007.

Why this benchmark is important: Supporting autonomous LGBTQ people of color organizations has a strategic rationale. Our movements need strong, financially secure groups equipped to tackle injustice across communities and issues. Further, we all benefit from strategic, sustainable alliances that work across movements (modeled by autonomous LGBTQ people of color groups) as well as from a democratic civic discourse that integrates the perspectives of LGBTQ people of color.

The benchmark: Of the \$77.2 million awarded to LGBTQ organizations and projects by U.S. foundations in 2007, \$3.6 million went to autonomous LGBTQ people of color organizations (across 141 grants).





Percentage

Support the LGBTQ Racial Equity Campaign

Email us your stories—the unique challenges and successes of promoting racial equity in your grantmaking and internal operations

Download a variety of grantmaking resources on www.lgbtfunders.org, including an updated directory of LGBTQ people of color efforts, tools for understanding how racial inequities transpire in LGBTQ communities, essays and publications on the subject matter, and much more

Let us know what conversations would be useful for us to have as grantmakers about supporting the full breadth of LGBTQ issues—via our regular teleconferences, in-person meetings, or through regional and national gatherings

Contact us for a briefing at your foundation on LGBTQ giving, understanding the sector of LGBTQ people of color organizations, racial equity grantmaking, or how various race-conscious frameworks can foster more inclusive grantmaking

Stay tuned for the launch of our LGBTQ Racial Online Toolkit, which will merge commentary from the field, best practices in grantmaking and a range of tools for grantmakers to help foster an inclusive sector, a healthy movement and a just democracy

Coming Soon in Fall 2009: www.lgbtracialequity.org

The mission of Funders for Lesbian and Gay Issues is to seek equality and rights for lesbian, gay, bisexual, transgender and queer individuals and communities by mobilizing philanthropic resources that advance racial, economic and gender justice.

Funders for Lesbian and Gay Issues' Racial Equity Campaign is a multi-year initiative to create healthy grantmaking institutions that embody fairness and inclusiveness and support the leadership of LGBTQ people of color and their organizations. Through a community-based grantmaking initiative, original research and grantmaking resources, and by increasing philanthropic awareness about the wide array of programmatic responses that can repair racial, economic and gender inequities in our communities, the campaign aims to stimulate broader philanthropic support for LGBTQ communities of color.





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