

# Foundation and Community Partnerships

Governing for Racial Equity Conference  
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*Maggie Potapchuk*  
MP Associates

[www.mpassociates.us](http://www.mpassociates.us)

[www.racialequitytools.org](http://www.racialequitytools.org)



# Community Change Initiatives on Racial Inequity (CCIR)

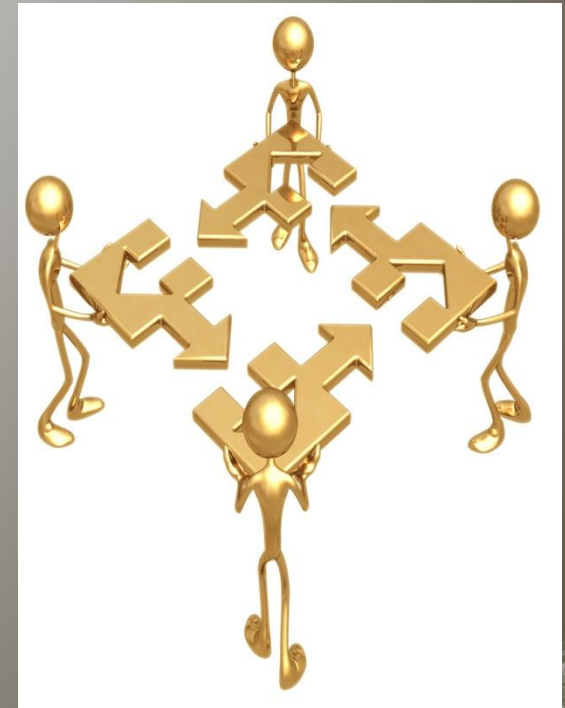
- 1) engaging a diverse stakeholder group;
- 2) implementing a community assessment process;
- 3) using multi-pronged strategies;
- 4) implementing a multi-year initiative;
- 5) building the capacity of a community;
- 6) engaging a critical mass of diverse residents to be involved and lead the initiative; and
- 7) focusing on racial inequities – i.e., addressing racial disparities and power arrangements, transforming organizations and institutions through changes in policies, practices, and procedures.

# Lessons Learned: How Communities are Addressing Racial Inequities - 2006

- ✿ Identified 58 CCIRs in 31 states. *[42 survey respondents]*
- ✿ 48% started since 1999
- ✿ 38% - predominantly white communities.
- ✿ In 8 of those communities, 90%+ white; 7 of the 8 located in Northeast or Midwest.
- ✿ 40% are diverse communities - mostly located in the Southeast.
- ✿ Population range: 19,000 to 2.8 million residents; 45% in 300,000+ communities

# Involvement of Key Sectors

- ✿ Nonprofits, faith groups, and government were consistently more involved.
- ✿ Government ranked as the top sector in leadership roles for communities whose population is 300,000 or less.
- ✿ Nonprofits ranked as the top sector in leadership roles for those with populations of 300,001 or more.
- ✿ Local foundations (66 percent) and corporations (46 percent) took the lead in the “supporter” role.



# Community Change Processes and Progress in Addressing Racial Inequities

*\*Charlotte, North Carolina*

*\*Long Island, New York*

*\*St. Cloud, Minnesota*

*\*Seattle, Washington*

In partnership with Aspen Institute

Roundtable for Community Change

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# Long Island, New York

- ✿ **Year:** 2001 — ERASE Racism: Challenging Racial segregation and promoting racial equity through Education, Research, Advocacy, Support to Eliminate Racism
- ✿ **Impetus:** Long Island Community Foundation – Donor Forums
- ✿ **Mission:** To undo institutional and structural racism – the structures, policies, and behaviors that create segregation and inequity in every aspect of daily living
- ✿ **Structure:** The foundation served as an incubator and in 2004 ERASE Racism became a non-profit
- ✿ **Strategies:** Fact-finding research, public policy and private sector advocacy, Collaboration w/ elected officials, gov't agencies, businesses & other organizations, Report cards to track regional progress, Education, training & publications.
- ✿ **Issues:** Changing the Climate, Fair Housing, and Education



# St. Cloud Minnesota

- ✿ **Year:** 1998 – Mayor’s Racial Harmony Initiative,  
2003 – Create CommUNITY
- ✿ **Incidents:** City ranked among the 5 worst cities for hate crimes in state for 5 yrs, Nickname – *White Cloud*, Vandalism at immigrant-run businesses, etc.
- ✿ **Mission:** To provide a welcoming, nondiscriminatory environment with respect and opportunity for all
- ✿ **Structure:** Steering Committee
- ✿ **Impetus:** Mayor Larry Meyer (1998) and Mayor John Ellenbecker (2002) & Mayor Dave Kleis continues support for the initiative.

# **Charlotte, North Carolina**

## *Community Building Institute*

- ✿ **Year:** 1997 - Community Building Task Force
- ✿ **Impetus:** series of incidents, including a “police shooting, prospect of public school resegregation, increasing ethnic diversity of the community contributed to a climate of unrest.
- ✿ **Mission:** To achieve racial and ethnic inclusion and equity
- ✿ **Structure:** Affiliated with Foundation for the Carolinas from 1998-2005, became a nonprofit organization in 2006
- ✿ **Strategies:** Issue Action Teams, Leadership Development Initiative, Judicial System Assessment and Leadership training, and process management



# Charlotte, North Carolina

## Crossroads Charlotte

- ✿ **Year:** 2004
- ✿ **Impetus:** Putnam's Social Capital Benchmark Survey - Charlotte scored second-last among cities—on interracial trust
- ✿ **Mission:** To choose and pursue a future for Charlotte, not just arrive in one. With an emphasis on creating a community that is accessible to all, inclusive, and equitable, the goal of Crossroads Charlotte is to build a trusting, vibrant, sustainable home.
- ✿ **Structure:** Special initiative - Foundation for the Carolinas and John S. and James L. Knight Foundation, managed by CBI.
- ✿ **Strategies:** Large-scale public engagement initiative using future scenarios, organizational engagement, learning network, and accountability structure.

# Challenges for Government

- ✿ Creating inclusive and equitable policies and practices within hierarchical structure.
- ✿ Creating messages for the community in a highly political environment.
- ✿ Sustaining the work through each election cycle.
- ✿ Ensuring accountability with community residents.

# Challenges for Foundations

- ✿ Being a partner and not just the sole source of funding.
- ✿ Ensuring accountability to community residents – especially for community foundations.
- ✿ Supporting a community agenda and timeline rather than trustees' agenda and timeline.
- ✿ Understanding this is a long-term process and not project work.
- ✿ Providing flexibility for the process to evolve rather than expecting to reports from a X year plan with outcomes.