

Jews of Color Initiative

Network of Jewish Human Services

February 14, 2023

Today's Conversation Arc

- Essential questions for Grantseekers
- Why we wrote this Guide
- Philanthropy as Jewish Americans
- Why a racial justice framework?
- Philanthropic values and decision making:
Fundseeking across differences
- Conditions for successful collaborations:
What might success look like
- Q&A



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Essential questions for grantseekers

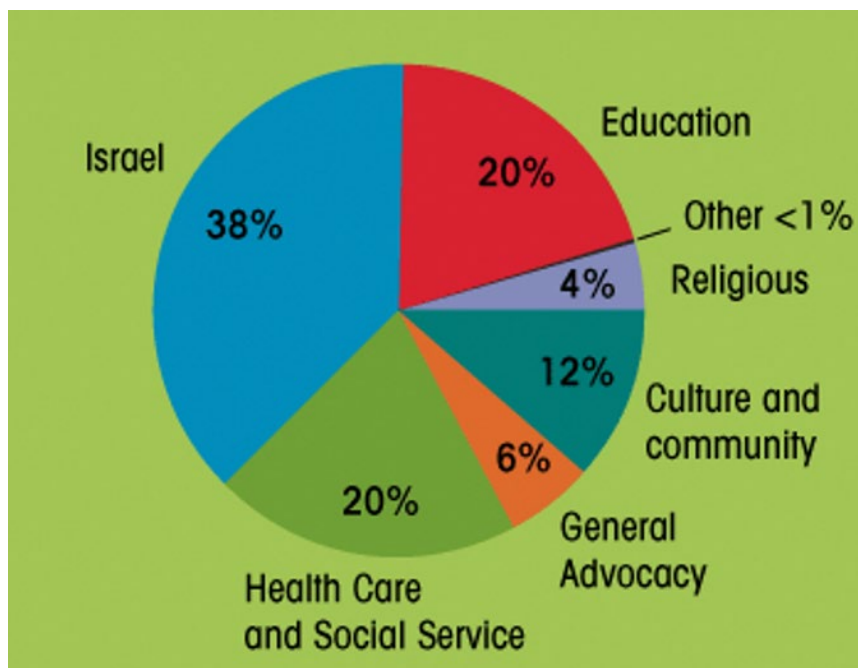
- What is the context of your mission, and what happens at the intersection of the mission, constituents, racial equity and justice?
- What problems are you resolving with the funding you're seeking, and how or to what extent is your work intentionally informed by racial equity and justice?
- How do you hold your organizational values, mission and equity frameworks alongside the funding you seek?
- As a grantseeker and grantee, is there a role you can play in centering racial justice and equity with funders?
- As a grantseeker and grantee how do you set racial equity and justice goals and measure success?
- You can create change with, inform, and influence your funders as much as they influence you.



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Why we wrote this guide

- There are between 9,000-10,000 Jewish nonprofits in the US
- Some studies have put the amount held by US Jewish philanthropy at \$24-26 billion, others say almost double that
- More than \$2 billion is moved every year
- US Jewish community is 15%-20% JoC, 20%-25% multiracial families
- Less than .001% goes to JoC led/focused organizations



Questions and Wonders for Creating Change

- What would it take to shift the distribution of money and power to build a truly anti-racist Jewish community by 2050?
- How can funders align their personal passion for racial justice with their professional influence to center the voices and experiences of Jews of Color? Multiracial families? People of Color?
- In what ways can we activate philanthropy that is rooted in a framework of racial justice? How can we fully invest in the multiracial reality of Jewish life today?
- Model what it looks like to collectively, as colleagues, “argue, dispute for the sake of Heaven” *makhloket l’shem shamayim* –Pirkei Avot 5:71



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Philanthropy as Jewish Americans

Chesed	Tzdakah	Tzedek
Individual acts of loving-kindness	Individual and/or communal acts of philanthropy	The pursuit of justice through systemic and structural reform
Voluntary	Obligation/ Commandment	Obligation/ Commandment
Time, intentionality	Energy, money, materials	Collaboration, collective effort, sharing power



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Maimonides Eight Levels of Tzedakah and Charitable Giving: Where do you want to be?

1. The highest form of charity is to help sustain a person *before* they become impoverished by offering a substantial gift in a dignified manner, or by extending a suitable loan, or by helping them find employment or establish themselves in business so as to make it unnecessary for them to become dependent on others.
2. Giving assistance in such a way that the giver and recipient are unknown to each other. Communal funds, administered by responsible people are also in this category.
3. Donations when the donor is aware to whom the charity is being given, but the recipient is unaware of the source.
4. Donations when the recipient is aware of the donor's identity, but the donor still doesn't know the specific identity of the recipient.
5. When one gives directly to the poor without being asked.
6. When one gives directly to the poor upon being asked.
7. When one gives less than he should but does so cheerfully.
8. When donations are given grudgingly.



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Why a Racial Justice Framework

Table 1. Features of a Racial Equity Lens Compared to a Racial Justice Lens⁶⁷

RACIAL EQUITY

The original guide describes four important features of a [racial equity lens](#):

Analyzes data and information about race and ethnicity

Understands disparities and the reasons they exist

Looks at structural root causes of problems

Names race explicitly when talking about problems and solutions

RACIAL JUSTICE

A [racial justice lens](#) adds four more critical elements:

Understands and acknowledges racial history

Creates a shared affirmative vision of a fair and inclusive society

Focuses explicitly on building civic, cultural, and political power by those most impacted

Emphasizes transformative solutions that impact multiple systems

- The Jewish community seems to have developed some comfort with the language of *equity* but often disconnects the concept from its partner—justice.
- Equality focuses on making sure that everyone receives the same resources and access. Equity focuses on outcomes.
- Diversity, equity, and inclusion (DEI) efforts are not the same as employing the lenses of racial justice and equity.



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Philanthropic Values and Decision-Making: Fundseeking across differences

- US Jews are some of the most reliably liberal voters in the American electorate, with voting patterns revealing historically high levels of support for Democratic candidates in presidential elections
- Polling shows American Jews are also mostly liberal
- Research has indicated that Jews belonging to more liberal streams of Judaism—Conservative, Reform, Reconstructionist—tend to be more politically left-leaning, while the Orthodox community is significantly more likely to lean to the right politically
- Pew Research Center’s report on *American Jews in 2020* revealed that over 75 percent of Orthodox Jews are part of, or lean toward, the Republican party

Some Topics of Tension

- Zionism, Israel, Palestine
- Whiteness and White Privilege
- Themes of colonization, apartheid
- Religious denomination
- Political perspectives; gun control, reproductive rights, climate change...
- Relationship/proximity to/lived experience wealth, owning class
- Relationship/proximity to/lived experience as People of Color, LGBTQIA...

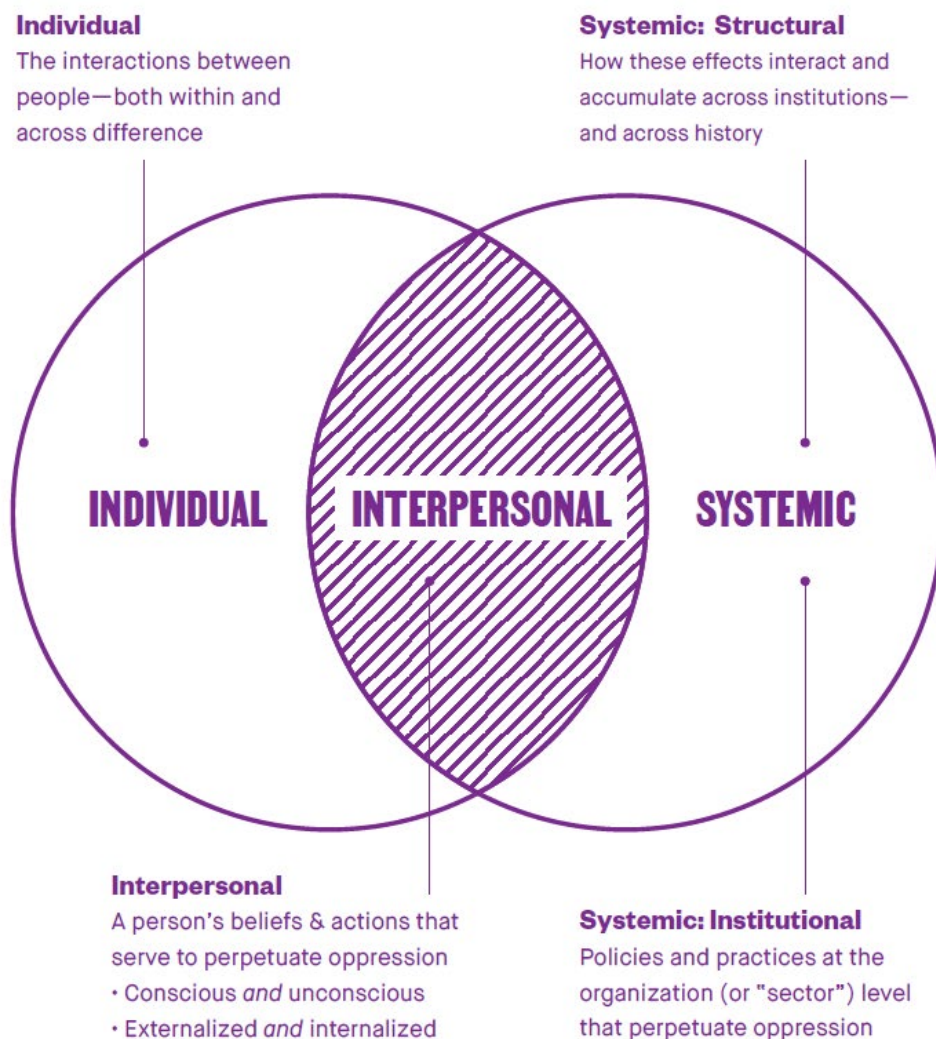


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Fundseeking Across Differences

As a Grantseeker: Empowered and Depowered

Figure 5. The Lens of Systematic Oppression³⁵



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Conditions for and expressions of successful collaboration

Join the trust-based philanthropy movement

Trust-based philanthropy is fundamentally about understanding how power operates within our movements and fields and taking concrete action to give up power in service of achieving a world of greater equity and justice. Funders must be proactive in addressing the power imbalance.

Ask for funding (give boldly) without strings

We can mitigate unearned power with unrestricted and multiyear gifts. Fundseekers, position yourselves for these grants.

Communicate effectively that unrestricted, multiyear gifts promotes more creativity and bolder risk taking, supports investing in capacity.

Model vulnerability and transparency with what you don't know

As funders and fundseekers, we have a responsibility to push ourselves to model vulnerability with funding recipients and to proactively seek to learn from the people and organizations working directly in the field. One of the lies of racial capitalism is that those who have power, wealth, and access do so simply because of their merit and that they have more inherent authority and expertise than those without wealth. Self-reflective funders, like all self-reflective people, can acknowledge that we are not experts in every topic.



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Conditions for and expressions of successful collaboration

Connect with intermediaries

Seek meaningful relationships with intermediary funders who as a strategy work with intermediaries to increase their funding to historically marginalized groups. Intermediaries offer a powerful means of shifting both resources and power to people more closely rooted in the work and enabled them to move significant resources very quickly.

Center and prioritize applicant needs in grant processes, informed by an understanding of the impact of structural racism

Develop the capacity to communicate with Funders about the ways your organizations as grantee can have more access and use time better with simple adjustments to the grant process (application, time line, type of report, economizing efforts...)



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Conditions for and expressions of successful collaboration

Pay attention to the right data

- Note if your (prospective) funders have their own racial equity funding data. What proportion of annual giving goes to BIPOC, LGBTQIA...orgs?
- What are strategic responses if your organizations lacks the resources to conduct the kinds of data assessments many funders expect?
- Fundseekers and funders should grapple with how colorblind philanthropy has failed to advance racial equity because it neglects the ways in which the institution of philanthropy has been designed to center, benefit, and replicate systems of power



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Thank you.

Questions? Answers?



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