### Frameworks & Approaches, Understanding Inequities in Policies, Programs & Grantmaking

<table>
<thead>
<tr>
<th>RACE-NEUTRAL</th>
<th>RACE CONSCIOUS</th>
<th>DIVERSITY AND INCLUSION</th>
<th>STRUCTURAL RACISM</th>
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</thead>
<tbody>
<tr>
<td><strong>Description</strong></td>
<td>Omits race for consideration in policies and programs—intends references alternatives that focus on individual characteristics or socioeconomic status, etc.</td>
<td>Argues for race/ethnicity as a variable in public policy and program design, notably in understanding how outcomes are racialized</td>
<td>Focused on diversifying the workforce and the field as a way of better addressing the changing demographics of our country and world; “diversity” defined broadly as culture, experience and points of view</td>
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<td><strong>Purpose</strong></td>
<td>To achieve mission and goals without naming race explicitly in problems and solutions</td>
<td>To ensure that policies, programs and practices account for how racial inequities shape outcomes of well-being</td>
<td>To foster a diverse institution for better achieving institutional prosperity, unleashing innovation and creativity, and strengthening public appeal, impact and effectiveness</td>
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<td><strong>Critiques &amp; limitations</strong></td>
<td>Ignores the persistence of racial disparities in outcomes of well-being, the manifestations of racism in opportunity domains and vast research showing how policy benefits and program services are not received equivalently by communities of color</td>
<td>Some race-conscious proposals rely on racialized stereotypes: play down or dismiss the intersection of race, class, gender, sexuality and others; and may not be rooted in solutions that examine the root causes of racial inequities</td>
<td>At times conflates categories of inequality (marginalized populations) with categories that merely denote difference (work styles, political partisanship). Further, more salient definitions typically focus on race &amp; gender, excluding sexuality, gender identity, etc.</td>
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<td><strong>As it relates to grantmaking</strong>&lt;sup&gt;1&lt;/sup&gt;</td>
<td>Race and ethnicity are neither examined nor addressed in foundation’s internal operations or grantmaking</td>
<td>Grants and grant strategies address how race and ethnicity shape experiences with power and access to opportunity</td>
<td>Concerned with diversity in foundation staff and trustees, among program participants and policy beneficiaries, and overall grants</td>
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<tr>
<td><strong>As it relates to LGBTQ grantmaking</strong>&lt;sup&gt;2&lt;/sup&gt;</td>
<td>LGBTQ grants/strategies are supported without examining racial inequities</td>
<td>LGBTQ grants/strategies explored for relevance to specific outcomes, specifically on LGBTQ people of color</td>
<td>Emphasis placed on diversifying a staff, board and clientele with LGBTQ communities</td>
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<sup>1</sup> As it relates to grantmaking: "These taking a more universal approach may instead craft policies that avoid initial suspicions and white groups around a common shared goal." Angela Glover Blackwell, Searching for the Uncommon Common Ground: New Dimensions on Race in America

<sup>2</sup> As it relates to LGBTQ grantmaking: "Race matters; almost every indicator of well-being shows telling disparities disproportionately by race. Disparities are often created and maintained inadvertently through policies and practices that contain barriers to opportunity. It’s possible – and only possible – to close equity gaps by using strategies determined through an intentional focus on race." Race Matters Toolkit, Anne E. Casey Foundation

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<sup>1</sup> The Annie E. Casey Foundation, Race Matter (Baltimore, MD: The Annie E. Casey Foundation, 2006); and GrantCraft: Grant making with a Racial Equity Lens (New York: GrantCraft and Philanthropic Initiative for Racial Equity, 2007).


<sup>5</sup> Philanthropic Initiative for Racial Equity, http://www.racialequity.org

<sup>6</sup> For the purposes of this chart, the term "LGBTQ" is used to denote the diversity of our communities. We also recognize that transgender and gender non-conforming people, as well as lesbians, often receive less institutional support than their counterparts. For an assessment of racial and economic justice LGBTQ issues, see Funders for Lesbian and Gay Issues, Out for Change: Racial and Economic Justice Issues in Lesbian, Gay, Bisexual and Transgender Communities (New York: FLGI, 2005-2008).