



Fact Sheet: Anti-Racism through Trust-Based Philanthropy

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This fact sheet is intended to help you gain an understanding of the principles of trust-based philanthropy, the ways community foundations can implement this practice, and how trust-based philanthropy promotes equitable grantmaking practices and helps community foundations address systemic inequities in their communities.

Core Principles of Trust-Based Philanthropy

1. Offering multiyear & unrestricted funding
2. Open & transparent communication with fundholders & grantees
3. Accept responsibility and risk in your role
4. Non-extractive access to Indigenous, Black and other equity-deserving group learning opportunities
5. Individual missions are not as important as the collective community
6. Simplify applications and reporting
7. Solicit and act on feedback with fundholders and grantees
8. Offer support beyond funding for grantees and donors
9. Commit to unlearning power dynamics in philanthropy
10. Reflection and articulation of “money stories”

Applying Anti-Racism to Trust-based Philanthropy Principles

1. **Counter the myth of meritocracy in your own organization and biases**
 - a. Educate yourself on racist historical context and barriers that have created unequal starting place for people in communities.
 - b. Name systemic racism and how this has provided an advantage to your organization.



- 2. Reframe the narrative from charity to reparations to remove the judgment of who is worthy**
 - a. Educate yourself on reparations and current movements in North America.
 - b. Audit past processes and giving decisions to uncover racism, bias and judgment of who is 'worthy'.
- 3. Move at the speed of the relationship with communities**
 - a. Audit the amount of connection and engagement you have with specific communities.
 - b. In most cases, take a longer-term lens, such as 5 years, to set goals for the change you would like to see.
- 4. Enact real change to shift the power of decision-making to those most affected**
 - a. Audit philanthropy decision-making processes and community engagement to determine gaps and problems.
 - b. Develop a long-term plan for shifting decision-making into the hands of those with the most experience, most affected, and most able to enact change.

From Theory to Action

- 1. Shifting Organizational Culture**
 - a. Visioning. What does your community want to be and look like in 25 years?
 - b. Leadership and board education and buy-in. There must be an acknowledgement of the issue and a willingness to make change.
 - c. Create 3 small wins to build upon in the first year. Sustaining momentum is a challenge in this work, so you need to show success.
- 2. Engaging Fundholders and Donors**
 - a. Run (on your own or with other community foundations) an educational series for fundholders. Consider this as a regular part of your onboarding and longboarding of fundholders.
 - b. Develop two-way dialogues with fundholders and donors to practice and solidify the learning.
 - c. Develop a system to address problematic behaviour that is delivered by a senior member of your organization.
- 3. Engaging External Communities**
 - a. Visioning. What does your community want to be and look like in 25 years? How would you get input and engagement on this externally?



- b. Inclusive Design. Ensure your materials, language, and events are developed using inclusion and EDI lens and by creators in the communities you are seeking to engage.
- c. Develop your value proposition and incentives for communities to engage with you.

Community Foundations of Canada is grateful for the collaboration of Tanya Rumble from [Recast Philanthropy](#) in creating this factsheet for community foundations.

